

# The Journal of **ELECTRICAL WORKERS** AND OPERATORS

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## FACTS AS TOOLS

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DEVOTED TO THE  
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AFFILIATED WITH THE  
AMERICAN FEDERATION  
OF LABOR IN ALL ITS  
DEPARTMENTS



# A CAREFREE MAN—A CAREWORN WIDOW

A 1928 True Story of How She Is Solving Her Problem

*(Reading Time, 59 Seconds: Apologies to "Liberty")*

The story began "once upon a time, many years ago," with a young man and his bride.

He was a "good scout," and regarded as a "regular fellow" by all his friends. They knew how good a pal he could be, how fond he was of his wife and small son, and how well he provided for their needs and comforts.

She herself was perhaps a little too carefree, and their whole life was based on present friendships, present desires, and not on future possible needs.

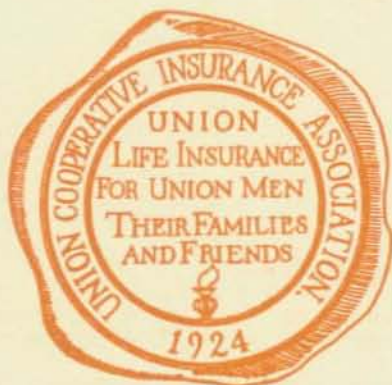
Then came the same old tragic end to such a careless existence with the sudden death of the husband and father, leaving a bewildered widow to cope as best she could with the future, without him and without financial means.

Friends were still friends, but even a widow cannot "cash in" on friendships. Everywhere people would inquire, "Didn't he even leave her any life insurance?"

This question showed her the solution of her problem. Her need was also her opportunity. Her husband had not bothered with life insurance, so that she had no insurance money to rely on. If he only had! There must be other young couples, letting the opportunity for protection slip by while the opportunity for tragedy came ever nearer. She **must** do something about them before it was too late, because she had come to realize that life insurance is real protection—and must be taken advantage of while health remains, in order to avoid the tragedy of a foolishly carefree man and an unnecessarily careworn widow.

Now, looking into the home in a small eastern community, you will see the mother, struggling to sell life insurance, not only to support herself and her son, but also with the idea that the tragedy which she herself is experiencing can be warded off in those other lives before the opportunity is gone forever.

**We stand ready to assist YOU. Protection is better than tragedy.**



This company issues the standard forms of life insurance for men, women and children, joint life policies for husband and wife, endowment at age 65, home safeguard policies, children's educational policies, and group life insurance for labor organizations.

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WASHINGTON, D. C.



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## Magazine Chat

Brother Max Glassel, Local Union 3, passes critical judgment on William James, American philosopher, nominated in these columns to the hall of fame.

"I noticed in the column of 'Magazine Chat' the write-up on William James," observes Glassel, "A splendid character and a great pragmatist. I have read one of his books, 'The Philosophy of William James.' It covers extensive studies of various problems and I find it to be one of the best books I have ever read and it only costs 95 cents. (One of the Modern Library Books.)

"Another book of great importance towards the world of philosophy is 'Elements of Social Justice' by L. T. Hobhouse. One of the many important quotations interesting to labor is on page 24 of this book.

"By concentration on mechanical invention and industrial organization men vastly increased their wealth, and their power over nature. But in their eagerness they recked nothing of the effect on the producer. Is it surprising that they bequeathed a problem to the next generation?"

Too little attention is paid by us all, I sometimes think, to the larger, more philosophic aspects of our lives. Some wag said, "Philosophy will not bake bread." But sometimes philosophy lights the oven. "If I had two loaves of bread, I would sell one and buy hyacinths," runs an old Oriental proverb.

We have been given seven kinds of h--- this month by certain of our valuable Press Secretaries, because their letters were omitted in August. Keep it up, boys. We like it. That means that you find the Journal valuable.

But more seriously. As announced in the June number, the August number had to be put to bed one week earlier than usual. Some of you forgot the upraised editorial finger, and sent your stuff in at the regular time.

By the way, evidence accumulates that this Journal is raising up a school of correspondents, writers and thinkers of unusual merit. Bully.





LABOR  
By Norah Hamilton

(Courtesy Labor Bulletin, Illinois Department of Labor)





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## Prunes, Prisms and Some Other Things

NO ONE has seen a smell, but who can forget the first warm lush fragrance of a spring morning? No one has seen a taste, but who can doubt the reality of fried chicken, cold beer, and mild tobacco? Color; the feel of silk; the tangled chords of a symphony orchestra, through a radio horn, above the roar of traffic; the blare of an ambulance trumpet; the siren on the fire-chief's car—these are unforgettable.

The reality of the senses can not be doubted. The life of the senses is an immediate, compelling, constant flow of experience. That is the reason that most of us live the life of the senses.

But occasionally we think. Not often. Most of us only think we think. Most of us substitute day-dreaming for thought. But sometimes we think. And when we think about thinking, we find we think usually only when we are in trouble. Hence the proverb, "Necessity is the mother of invention." When we are cornered by events, when we must think or sink, we devise, with lightning-like speed—to save our poor necks. This is thinking under pressure. This is haphazard thinking.

Now research is merely an ordered way of thinking. First, the mind refuses to accept what it wishes were the truth for the truth. Second, the mind bravely sets forth to investigate, gather, and examine the facts with which he is to do his thinking. Third, the mind orders and classifies these facts. Fourth, the mind draws conclusions from these facts, careful not to reach destinations that the facts do not warrant.

Simple, isn't it? Important? Infinitely. It was this method that gave us diphtheria antitoxin, insulin for diabetes, salad oil from corn stalks, rayon from wood pulp, radio from the telephone, television from the radio.

It is this method that can attack and approach solutions of vexed economic problems; the unequal distribution of wealth; the periodic rise and fall of business; the propensity of the mind to cling to the old.

Fortunate it is, therefore, that labor has turned to research as an aid in the economic struggle. Should labor fail to make striking contributions to economic science, it still may protect itself from spurious research. We can still gather, sift, and accept that data that has upon it the sterling mark of truth.



# Labor and Institutions for Social Research

By MARY VAN KLEECK, Director, Department of Industrial Studies, Russell Sage Foundation

THE triumphs of science in giving man control over the physical and material world are self-evident to every school boy today. But the possibility of using science to study social life—human relations and institutions—and by understanding to change them and to bring them into closer harmony with the common welfare is just beginning to be appreciated. Within a year a report has been published showing the scope of social investigations in the United States, and at first glance the thickness of the volume gives the impression that a vast amount of work is being carried on.\* Universities, schools of commerce and business administration, and especially, institutions for economic and social research, endowed or supported by contributions, are at work on a vast array of problems all having to do with social or economic conditions of human relationships. Many if not all of the subjects which are being studied are of interest to the labor movement. Moreover, some of the institutions and individuals are ready and able to devote more of their resources of experience in science and their funds for investigation to more pressing and practical questions than are now absorbing their attention.

Yet if one is in touch with the institutions engaged in research, on the one hand, and with labor organizations, on the other, one gains the impression that, with some noteworthy exceptions, the trade unions are not making full use of the results of social or economic studies. Nor indeed are those who are making the studies closely enough in contact with labor to gain the insight into real life which labor's experience gives; hence vital facts are overlooked and the completed study remains unrelated to the problems of the workshop and the home as men and women in wage-earning life actually experience them. To suggest, briefly, some of the opportunities for co-operation between the trade unions and those institutions for research which are especially interested in economic life is the purpose of this article. But first it may be useful to review some of the obstacles in the way of co-operation.

## Can Serve Labor Well

At first glance the connection between the labor movement and scientific social research seems remote. Science demands detachment, impartiality, the absence of fire and emotion. The labor movement needs the moving force of emotion and strong conviction. Yet just because the two movements are different they can supplement each other. True scientists are not lacking in the motive power of emotion. They are devoted beyond all else to finding truth. They weigh facts coldly and impartially because only so can they find truth. Nor is the labor movement all heat. It must have its intellectual basis. It must learn

to organize its experience and draw conclusions from it. The same reason which moves the scientist—the tremendous importance of the objective—demands the most careful work in attaining the end. Science is nothing but a method of organizing the facts of experience to find out what they mean; and only the most objective and thorough examination of the facts gives a sure basis for conclusions; and only well-established conclusions are a safe foundation for the policies of the labor movement. Hence the more scientific the method, the more practical for labor will be the results. Science and humanity are not remote, one from the other, because science is a tool for humanity's use, to enable men to understand the laws of their life. Again, labor has

to use it. If, again, the labor unions themselves have research departments, they become thereby more capable of testing the results of other's research and they are, also, in a better position to discover the best opportunities for co-operation with private research agencies.

## Cost of Living Figures Help

Some of these opportunities can be suggested by brief reference to studies which labor has accepted and found useful. Most important perhaps are the studies of cost of living, which have given potent support to arguments for increases in wages. Illustrations are, Chapin's *Study of Standards of Living of Workingmen's Families in New York*, which grew out of the work of a committee of the New York State Conference of Charities and Corrections and was later published by the Russell Sage Foundation in 1909; or *More's Wage-earners' Budgets*, an investigation conducted by Greenwich House, a social settlement in New York. The need for shorter hours and the greater efficiency of production in an 8-hour day have found factual support in many social studies, notably in the long series of efforts which finally culminated in the practical elimination of the 12-hour day in steel. Along this arduous pathway of reform are found such studies as Fitch's *The Steel Workers*, under the auspices of a committee organized by the magazine now known as the *Survey*, and financed and published by the Russell Sage Foundation; the investigation of the steel strike by the Interchurch World Movement in 1919; and the study of the 8-hour day and its practicability under the auspices of the Federated American Engineering Societies. On the newer, emerging problems of labor are such investigations as the engineers' study of elimination

## Salient Points in Miss Van Kleeck's Article

*It is not the job of a research worker to advise unions about their policies. What research can give to labor is the organized body of facts needed for a solution of a problem.*

*Labor needs its own research under its own auspices. The problems of labor today are too far-reaching to be solved without adequate understanding of their ramifications.*

*The trade unions are not making full use of the results of social and economic studies, nor indeed are those who are making the studies closely enough in contact with labor to gain the insight into real life which labor experience gives; hence vital facts are overlooked.*

*Science and humanity are not remote one from the other, because science is a tool for humanity's sake to enable men to understand the laws of their life.*

of waste and the *Survey Magazine's* issue devoted to several first-hand inquiries into Giant Power, its significance for the common welfare, and the possibilities of preventing this latest potential exploitation of the people's resources.

Finally may be cited the studies of employees' representation by the Department of Industrial Studies of the Russell Sage Foundation, which have set forth the actual day-to-day experience of the workers in the best known of these experiments, the Rockefeller plan of the Colorado coal mines and steel works, revealing good points and fundamental weaknesses in a way which has, perhaps, helped the public to understand better the reasons for the opposition of the labor movement to the so-called company union. Perhaps these studies have also helped labor to see the importance of studying the company unions in order to avoid the dangers for the labor movement which can only be avoided if labor understands fully the reasons for their growth and shapes its policy not merely to oppose but to absorb into its own methods whatever is constructive in the experience of shop committees. The trade unions will

The result of an investigator's work, like any product of industry, must be examined and tested. If it meets the test, if it conforms to the facts of experience, it is safe

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\*Ogg, F. A. *Research in the Humanistic and Social Sciences*, 454 pages. Century, N. Y. C., 1928.



# Research Scope of Federal and State Departments

By **ETHELBERT STEWART**, United States Commissioner of Labor Statistics

**I**N the broadest sense of the term "research" could be applied to everything that the Bureau of Labor Statistics does, and that in a broad way could be equally applied to the work of the state bureaus and of the other federal bureaus like the Children's Bureau and the Women's Bureau.

Very much depends upon what one means by research. So soon as you get away from mere enumeration or counting of things, which is the function of the Bureau of the Census, you get into simple statistical problems which constitute in a way research work. But research work naturally divides itself into two main branches. I do not mean to say by this that there are not innumerable other subdivisions, but the two main divisions are statistical and developmental.

Statistical research work in its more simplified form is exemplified by the wages work done by the Bureau of Labor Statistics, for instance. The formula is practically this—as an example let us take boots and shoes: The census has already done the enumeration part, and tells us how many boot and shoe factories there are in each state and how many workers there are in boot and shoe factories in each state. The Bureau of Labor Statistics then decides, for instance, to get the wage rates by occupations in boots and shoes. It decides that 35 per cent, or 50 per cent as the case may be, of the persons on the payroll in each state segregated by occupations will give us an average of the wages paid in the industry by occupation and sex for each state, and by adding these we get an average for the United States as a whole. This is the simplest form of statistical research work.

## Degrees of Complexity

A slightly more complicated type consists in getting the accidents, particularly the accident rate, in an industry. Here again let us use boots and shoes as an illustration. Here we must have not only the number of persons on the payroll but the actual hours of exposure to whatever hazard there may be in the industry. In other words we must have the total hours worked in each occupation, then the number of accidents in each occupation, and if you wish to carry it to its ultimate limit we must have in each case the kind of accident, how long it lasts, and all the facts which you wish to include in your investigation.

A still more complicated form of statistical research is represented by such investigations as those of occupational diseases, for instance. If there are poisonous substances in the material which the workers use, as in the case of phosphorus, for instance, in the old time match industry (see Bulletin No. 86 of the U. S. Bureau of Labor Statistics) or in certain types of fireworks like "spit devils," "devils on the walk," etc. (See Bulletin No. 405 of the U. S. Bureau of Labor Statistics), then it is necessary to ascertain what occupations in the industry come most closely in contact with the alleged poisoning, and how the poison enters the system, and watch the persons engaged in these occupations until you are satisfied with the evidence that it is

this particular thing which is causing the trouble, and you must secure enough cases to prove your point. This is as far as one is required to go from a statistical point of view. However, research work of this character usually falls dead. The bureau's practice when it locates an occupational disease is to either get the industry to agree to stop using the poison or to provide methods for protecting the employee by abolishing the method of work by which the poison enters the system. In most cases this can be done

case. Instructions are issued which have two main points, that is that we must get our information from the party directly involved and hence able to give us the precise information we want. The schedule itself is expected to cover the general circumstances of each case, but any peculiarity in an individual case must be noted on that schedule in terms bearing directly upon the general proposition.

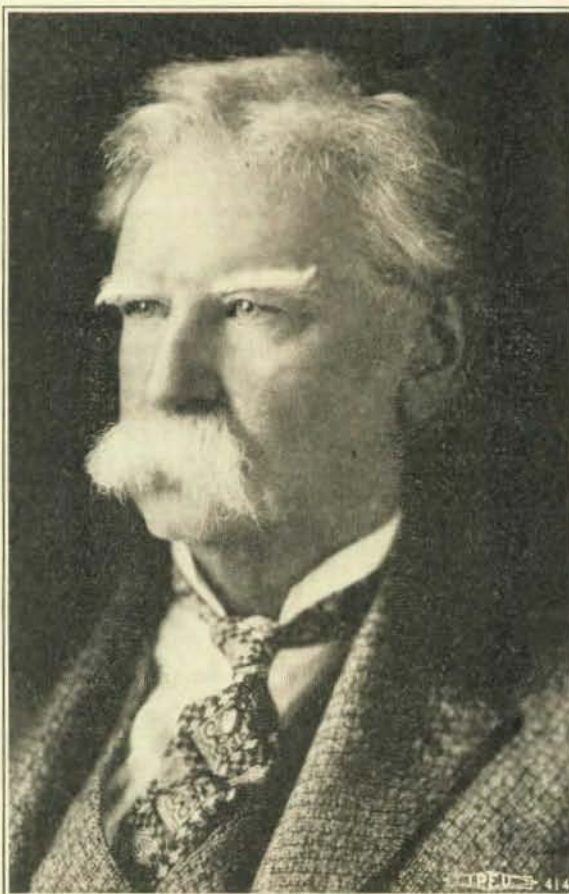
Perhaps the best case of simple statistical research issued outside of Government

Departments but with the entire cooperation of not only the Bureau of Labor Statistics but other Departments is a report just issued by the American Engineering Council on, "Safety and Production." Here three things are covered for a very large number of industries. Taking the years from 1920 to 1925 (the years covered not always being uniform) the rate of production per hundred man hours of actual work is compared with the frequency of accidents and also with the severity of the accidents, that is length of time lost. These are charted and reduced to a percentage statement. For instance, the records of 55 electric light and power companies were examined from the years 1921 to 1925, inclusive, covering 256 company years, 57,401 employees, 267,157 man years and 801,525,000 man hours. The unit of production is expressed in the kilowatt hours generated per man hour of work. This may be a very small percentage of the total engaged in the industry, and yet it impresses one at once as being a fair sample. In this particular case, however, the total number is not used to get an average, the purpose being to show that safety methods have produced an increase in production, and we find that eight electric light and power companies with 10,075 employees have had a production rate increase of 18 per cent with an accident frequency decrease of 51 per cent, while another group with an increase of only 2 per cent had an accident frequency decrease of only 3 per cent. In other words, the book is more or less gotten up on the plan of proving that as the accident rate goes down the production rate goes up. It must be understood that this is a private publication, and that Government publications do not start out to prove anything, but simply to gather the absolute facts. Nevertheless the methods employed in gathering this material are a fine example of one of the more simple forms of statistical research work.

## Reversing Old Ways of Thought

Developmental or scientific research. This is an entirely different proposition from statistical research, and yet statistics more or less enter into it. To develop a new electric bulb, for instance, that would have some particular advantage over any other bulb manufactured, research work is simply a matter of experiment cut and dry. In all research work, whether statistical or otherwise, the first thing to do is to post yourself thoroughly upon the authorities on the subject. This means practically not only a bibliography but a subject index to all publications having to do with your subject

(Continued on page 504)



**ETHELBERT STEWART**

Dean of Research Workers, Interested in Labor Problems.

by conferences with the manufacturers. Where this cannot be done, then the bureau has felt justified in using its influence with state legislatures to prevent the continuation of the objectionable conditions.

One such research job is now being begun in the matter of spray coat painting and another in the manufacture and use of radium.

## Defines Jurisdiction

The bureau, however, confines itself purely to the industrial side of things. The manufacture of radium as such for the market is entirely within our province. The use of radium in lettering watch dials is within our field. The use of radium by physicians in the medical treatment of cancer and other things, whatever opinion we may have of it personally, is not within our jurisdiction.

It would take too much of your space to go into all the details here. The agent is furnished by the office with a blank form which he or she must fill for each individual



# Putting Research Information Into Social Action

By REV. JOHN A. RYAN, Director Social Action Department, National Catholic Welfare Conference

**I**N the United States at the present time we are in danger of yielding to a false sense of industrial security. Strikes have become relatively infrequent; class feeling has apparently diminished; socialism, which troubled us so greatly a few years ago, has all but disappeared. Yet to assume that this is an adequate picture of labor conditions is to deceive ourselves.

Despite the fact that here in the United States the wage earning class as a whole is better off than any other laboring population has ever been anywhere in the world, our industrial system contains certain grave defects and presents certain very menacing features.

First, as regards wages. No competent authority denies that an annual income of \$1,500 a year is necessary for the decent support of a husband and wife and three children in any city of America, or that considerably more than that is required in our largest cities. Nor does any well-informed person deny that a very large proportion, probably a majority of our male wage earners receive less than \$1,500 a year.

Some persons who are aware of these facts belittle their importance with the comforting assumption that these underpaid wage earners are somehow made of different clay and therefore can readily get along with less than the normal requisites of life. Other complacent persons reflect that a majority of these underpaid males are probably unmarried and probably do not need a family wage.

## Research Reveals Different Story

All such persons need, first of all, to examine the pertinent facts. They ought to inquire whether it is really true that the underpaid workers and their families differ so greatly from their fellows that they can live decent human lives on less than decent wages. Such an inquiry honestly made would produce a disquiet of conscience in any person capable of that feeling. A similar reaction would be experienced by any well-disposed person who considers fully the implications of a situation through which a very large number of adult males are compelled through lack of income to forego marriage and family life indefinitely.

Another great evil is economic insecurity. Even in the best times, a considerable number of workers are unemployed, at least temporarily, through no fault of their own. Every few years we experience a period of industrial depression which forces a considerable percentage of the laboring class out of employment for many months. Adequate remedies for this situation are not easy to find. However, there are two measures that would greatly reduce the volume of suffering involved.

The first is universal high wages, which would increase the purchasing power of the masses and keep industry going with smaller interruptions than have hitherto been the rule. Depressions occur because our industries are capable of producing more goods than the consuming masses are able to take off the market with their present incomes and purchasing power.

The second remedy is insurance against unemployment, which would greatly reduce the inconveniences undergone by persons who are temporarily deprived of regular wages. Sickness and old age are likewise very serious and persistent sources of insecurity. In both cases the universally recognized remedy is insurance.

## Workers Remain Workers

The most fundamental defect in our industrial system and the most fundamental need of the laboring classes are almost entirely overlooked. This defect concerns the worker's status. Here in the United States the assumption has been general, until quite recently, that the majority of workers need not remain all their lives in the condition of mere wage earners. According to this traditional assumption or legend, the great majority of laborers have the opportunity, if they but seize it, of becoming owners of some kind of business, however small, long before they reach the period of old age.

Honest and realistic students of our industrial conditions know that this tradition is no longer, if it ever was, in accord with the facts. The great majority, probably 90 per cent, of those who begin life as employees will end it occupying the same status. This is a necessary outcome of our industrial organization with its large, costly and relatively few business concerns outside of agriculture. Hence, our industrial system is divided into two classes, a small group which performs all the function of ownership, control and direction and a very large group which neither owns nor controls, but performs subordinate tasks under the direction of others.

As a natural consequence of their position and outlook, the members of the latter class have little interest in the work or in the prosperity of the concerns by which they are employed. Being for the most part mere executors of industrial orders, they have no opportunity to practice or develop their creative or directive capacities. This condition is an obstacle, not only to industrial efficiency, but to human faculties and the maintenance of human dignity in the workers.

It is fast creating a kind of industrial feudalism which no believer in democracy and no lover of human progress can contemplate with complacency. For this condition there are three remedies now well recognized by all thoughtful students, and these remedies have an organic connection with one another.

## Three Remedies Proposed

The first is labor sharing in management. Necessarily, it means different things in different industries, but its essential features and ends are the same everywhere. The workers should obtain that measure of control over at least the productive side of industrial management which will arouse their interest in their work and enable them to exercise some of their creative and directive faculties. The men and women who compose our industrial population have not been sharply divided by their Creator into two utterly different classes, one possessing all the managerial ability and the other having no capacity except to do what they are told.

The second change in the status of the worker consists in giving him a share of the profits of industry in addition to his regular wages. There is no doubt that the pursuit of indefinite gain in our competitive industrial society has been a most effective stimulus to invention, efficiency and achievement. Why should it be restricted to business men and directors of industry? It could be made quite as effective and quite as beneficial to the majority of employees. Therefore, they should be enabled, wherever practicable, to obtain in addition

to their wages some share in the surplus profits of industry.

Capital must obtain a sufficient return to insure its continued investment; labor should have adequate wages; but the surplus above these funds should be distributed among all those who in any way co-operate actively in the process of production. This arrangement would be a continuous incentive to all workers to make the surplus as large as possible.

The third remedy for the evil that we are now considering is labor sharing in ownership. This can be brought about by two distinct methods. The first is labor ownership of the stock in the corporation. While many large concerns have been encouraging this kind of ownership in the last few years, the great majority of them seem unwilling to let the workers get a sufficient proportion of the stock to give the latter a share in control. This is an undesirable limitation. The other method of worker ownership is obtainable through co-operative industrial societies. This is much more difficult than the other method, but it is quite practicable wherever the workers possess the requisite resolution, energy, altruism and patience. At any rate, the traditional Catholic ideal for the working classes is not the status of mere employees, but a condition in which they are also owners, at least in part, of the tools with which they work.

## Organization Necessary

The final disturbing element in the present industrial situation is the condition of labor organizations. The membership of American labor unions constitutes only a small percentage of our wage earners, and for the last few years it has remained almost stationary. On the other hand, there has been a remarkable development of what the employers call "employee representation," but which the labor union leaders stigmatize as "company unions." While these are probably in all cases better than no union at all, they can be genuinely helpful to the worker only in proportion as they become truly representative of their members and independent of employer control. As yet the majority of these organizations have not obtained that representative and independent character. They do not comply with the requirement laid down by Pope Leo XIII: namely, that workingmen's associations should be so organized and maintained as to enable the worker "to better himself to the utmost in body, mind and property."

Effective labor unions are still by far the most powerful forces in society for the protection of the laborer's rights and the improvement of his condition. No amount of employer benevolence, no diffusion of a sympathetic attitude on the part of the public, no increase of beneficial legislation, can adequately supply for the lack of organization among the workers themselves.

Most politicians and business men say, "Yes, I believe in religion: I contribute to the church, but I do not allow religion to mix with my politics or business." And they do not.

Religion does not necessarily mean the church; it does not mean creed, or sect. It means belief in justice, a belief in right, determination to do right and not do wrong.

—Glenn Plumb.



# Railroad Workers Fight Wage Battles With Facts

By OTTO S. BEYER, Consulting Engineer

THE rapid perfection, in recent years, of the research facilities of the railway unions is another outstanding characteristic of their growing economic importance. The first attempt at the systematic compilation of wage and related data and the preparation of briefs in support of wage demands dates back to 1914, when the Brotherhood of Locomotive Firemen and the Brotherhood of Locomotive Engineers retained economic counsel to help prepare the Newlands Act to hear the Western Railroad wage case.

It was then apparent that reliable statistics governing wages, income and working conditions were not available nor did they become available until the days of federal control. The Board of Railway Wages and Working Conditions of the United States Railroad Administration established a statistical division, which for the first time in the history of the railroad industry brought together comprehensive and authoritative data on wages, income and related questions. Under the United States Railway Labor Board, and with the aid of the Interstate Commerce Commission, this statistical division was further perfected and enlarged. These official developments may be directly traced to the insistence of the railway unions that adequate figures bearing on wages were absolutely essential to the proper solution of the human problem of the industry.

At the same time that the federal government was perfecting its statistical machinery, the railroad unions affiliated with the Railway Employees Department of American Federation of Labor organized a research bureau of their own. They had concluded that if they were to defend their wages and working conditions effectively before the Railroad Labor Board it would be necessary that they also prepare accurate facts and figures with which to do so. This newly created research bureau retained special experts in addition to its regular staff and among other things made comprehensive investigations of the living and working conditions affecting the shop craft employees. The results were presented to the Railroad Labor Board in opposition to the demands of the railroads for wage re-

ductions. Statistics, however, seemed to have little influence on the later policy of the board and finally the shopmen went on strike in 1922 against excessive wage reductions and other discriminations. Since the settlement of the strike and with the gradual decline of the Railroad Labor Board, many system federations of the shop crafts have with the assistance of experts conducted researches of their own in support of requests for wage increases.

The use of economic data to substantiate their demands has not only given the employees added confidence in their position but has strengthened their claims in the eyes of the railroad managements. Negotiations are on a new plane. The representatives of the employee find that they no longer suffer from the disadvantage of not being able to counter the reasons given by the representatives of management as to why wages cannot be increased or working rules improved. They have the facts before them to meet the arguments of the company's officers. So important does this practical phase of negotiations appear to the Railway Employees Department of the American Federation of Labor, that they have retained on a permanent basis an expert in railway shop operation and labor, to advise on technical questions and to aid in the solution of technical problems.

The growth of the research and statistical facilities of most of the railroad unions not affiliated with the American Federation of Labor has been similar to that of the shop craft organizations. The Brotherhood of Railway Maintenance of Way Employees has a statistical department, headed by a highly competent member of the organization; the clerks' union has retained an expert in the field of railway labor statistics and economics to assist in the preparation of wage and allied cases; the electrical workers have established a department; the trainmen's, conductors' and firemen's brotherhoods and the railway telegraphers have employed competent experts to muster facts and figures in support of their wage contentions.

The passage of the Railway Labor Act with its provisions for the arbitration of wage

disputes makes it more desirable than ever for the various railway unions to perfect their fact-finding facilities and this they are proceeding to do.

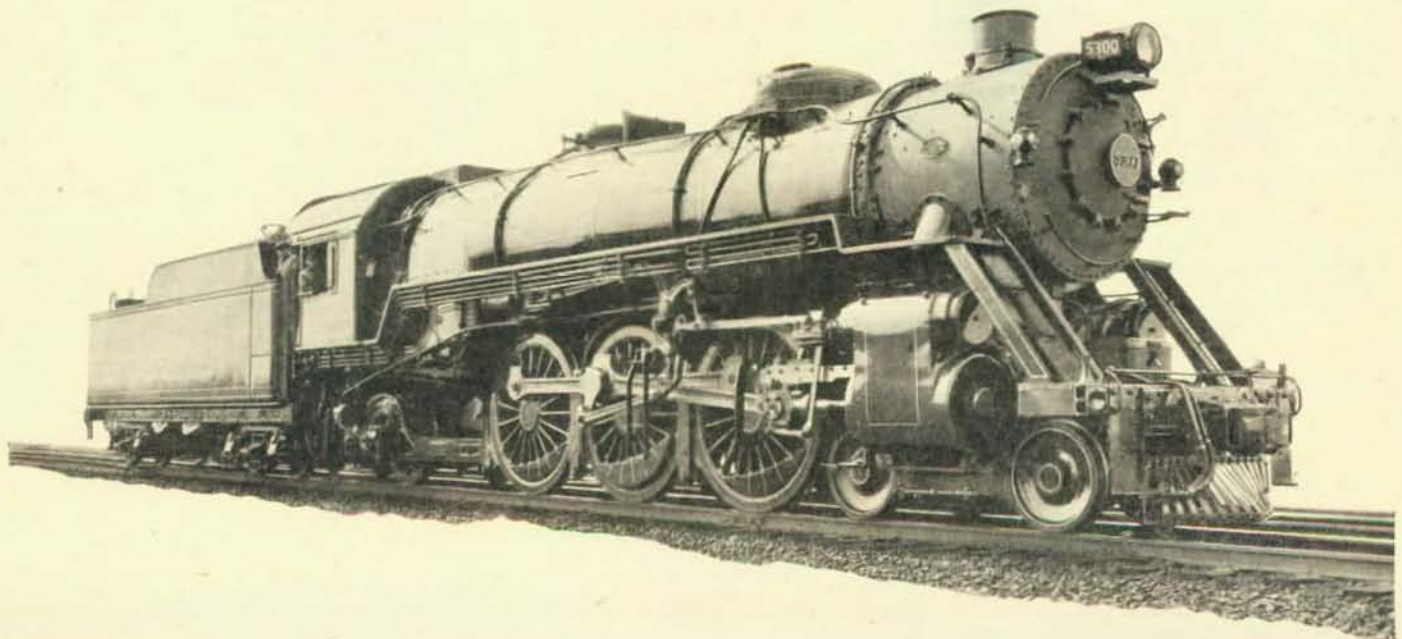
The opposition is not between the worker and the capitalist; it is between the man who works, who suffers, who experiences, who knows, and the man who never works, never suffers, never experiences, and never knows.

—Gilbert Stone.

The world is my country, and to do good my religion.—Thomas Paine.

## Striped Light Makes Pedestrians Visible

Unexpected facts about the kind of street lighting which makes pedestrians most easily visible to drivers of automobiles have been discovered in tests arranged by the Association of Lighting Engineers, in England, and discussed at the recent meeting of that Association in Sheffield. The way in which a driver sees an object on the road ahead is different, the experts found, when the illumination of the road is strong and when it is weak. In strong light objects are seen mostly by the contrast in brightness between them and the background, as a man dressed in black is seen against a white wall. In weak light, on the other hand, things are seen mainly by the shadows that they cast. In one test with weak light from lamps which cast no shadows on the road pedestrians were entirely invisible. Without changing its brightness the light was then changed to bands of light and dark, like the shadow of a gigantic picket fence. This made every pedestrian instantly visible, by contrast of some part of his body against either the light strip or the dark strip behind him. Striped light for actual roadways cannot be recommended, however, because it might conceal imperfections in the road itself.





# What Subjects Do American Workers Study?

By SPENCER MILLER, Jr., Director, Workers' Education Bureau

**W**HAT do workers' study? What are the principal subjects of instruction in labor colleges and workers' educational enterprises? To answer this question objectively, the research department of the Workers' Education Bureau began two years ago an exhaustive study into this subject to discover what courses of study are offered in American workers' educational enterprises. This research which was begun in the fall of 1926, has just been finished. The completed study represents the most ambitious research ever made into the nature of the courses offered in the workers' education movement. To make the analysis more informing a comparison was made between the curriculums in the American workers' education movement and the English workers' education movement, which has been in existence for over a quarter of a century.

The analysis of the study is based upon 1,277 courses offered to workers in the United States and 3,552 courses in England. The classes studied were conducted during the years from 1920-1927 inclusive. As it was difficult to secure the complete material for all of the intervening years from the different educational enterprises in this country it has been necessary to indicate the single reservation that the study represents "the bulk and not the trend" of workers' education in the United States.

One of the other difficulties of making accurate classifications of the data is due to the fact that courses are offered under titles which at times inadequately describe their contents. Thus a course in public speaking which has proved everywhere to be a popular subject may in some cases denote a course in parliamentary law; in others, it may represent a course, the chief content of which may be the history of the labor movement. Economics as taught in a labor college in the east may differ in content as well as in method from economics as taught in the west. After the most careful examination of the content of these courses it was finally discovered that some 49 different courses in all were offered to workers. By a subsequent classification these courses were listed in the thirteen following groups: Economics, Labor and Trade Unionism, Social Science, Language and Expression, History, Politics, Government and Law, Psychology, Philosophy, Women's Interests, Science and Mathematics, The Arts, Geography, Health, Miscellaneous.

## Place Determines Subject

This study reveals, furthermore, that the interest in subjects varies from place to place—that in the metropolitan areas there seems to be a greater interest in social theories than outside the larger cities. Interestingly enough the courses dealing with language and expression constitute the most frequent courses in all sections of the country and constitute in the aggregate about 30 per cent of the total number of courses offered. The New York area shows 27.4 per cent of the classes offered are in language and expression which is 5 per cent less the number of courses in this subject than in areas outside of New York and 3 per cent under the general average. When, however, we come to the question of courses dealing with sociology and social theory, we find that there is a vastly greater interest in the New York metropolitan area than outside. While the general average for the country is but 11 per cent of the total

courses given, the courses in sociology in New York constitute 19 per cent of the total as against 4 per cent for the sections outside of New York. Interpretations of this fact will differ but it would seem to be clear that the cosmopolitan population in New York and large percentage of foreign born workers may have a direct bearing on this type of course. In addition, the research into courses offered in New York included those offered by the Workers'



School of New York which is engaged in "Training for the Class Struggle" and is closely associated with the Communist Party, and the Rand School which is under the auspices of the Socialist Party. While neither of these schools is affiliated with the Workers' Education Bureau, it was thought desirable to include the courses offered by them in an objective study of the curriculum. The authors of this research report observe on this point that the great difference between the courses given in sociology in and out of the metropolitan area is due to the fact that "radical thought is always more prevalent in metropolitan areas than in those less urban in character. Courses in economics which rank second in the general average with 17 per cent of the total, constitute but 14 per cent of the courses in New York and over 19 per cent outside New York. Courses however, in trade unionism form a smaller percentage of the total in New York than in the area outside and below the general average. History on the other hand receives twice as much attention in New York as outside

the city. The general average of all courses offered including those to which we have already referred is as follows:

|  |       |
|--|-------|
| Language and Expression.....                   | 30 %  |
| Economics .....                                | 16.8% |
| Sociology .....                                | 11 %  |
| Labor and Trade Unionism.....                  | 10.6% |
| Psychology .....                               | 6.7%  |
| Politics and Government.....                   | 4.7%  |
| History (other than labor and economics) ..... | 4.2%  |
| The Arts .....                                 | 3 %   |
| Science and Mathematics .....                  | 3 %   |
| Health and Women's Interests, each..           | 1.5%  |

A report of the comparison of the English workers' education movement with the American movement and a more detailed account of the courses of workers' educational enterprises in the United States, whether resident or non-resident, would take us beyond the space limits of this article. Two things may be observed, however, in connection with this survey of the courses during the first period of the American workers' education movement:

## Want To Learn To Speak

1. That the early history of the American workers' education movement indicates a great preponderance of interest in courses which will enable workers to express themselves either in speaking or in writing. It is logical that their interests should center first on learning how to talk, or write, or conduct a meeting. It is also logical that having learned how to communicate ideas, that their second interest should turn on having something to say about their own experiences.

2. The use of academic titles for courses such as are used in institutions of higher learning indicates the influence of teachers upon the general courses of study during this first or early period.

The American workers' education movement is now in its second period. It is concerning itself less with subjects than with situations, less, for example, with economics in general than with applied economics. It is, in a word, turning more to specific problems with which workers are daily concerned which means virtually the introduction of the project method into workers' education. This is a normal and healthy growth and is bound to bring important new elements into the workers' education movement. The interest shown for example, in week-end conferences about the country for the discussion of such subjects as unemployment, injunctions, waste in industry, industrial relations, the five-day week, point the way to a functional approach to workers' education which is bound to arouse a new enthusiasm for workers' education. An educational movement, democratic in character, and social in purpose, which can and does adapt itself to the needs of the group which it seeks to serve has demonstrated its service and value. It has become indispensable to the future progress of the group itself. So education has become, in the words of the late President Gompers, "indispensable to the future of the American labor movement."

We find the basic cause of industrial dissatisfaction to be low wages; or, stated in another way, the fact that the workers of the Nation, through compulsory and oppressive methods, legal and illegal, are denied the full product of their toil.—Frank P. Walsh.



# How Facts Advance the Interest of the Workers

By FLORENCE C. THORNE, Director of Research, American Federation of Labor

"TO learn more about the industries in which we work, to use our daily work as problems for further study, to learn more about the facts of work, to know how to make a union successful and to negotiate an equitable work agreement—these things constitute the major field of workers' education. The labor movement must increasingly rely on education methods—facts rather than force." From this statement of fundamental policy by William Green, President of the American Federation of Labor, it is plain why he feels it important to have facts gathered and made available to the labor movement.

A fact is a picture of a development or situation. By getting together enough facts we make comparisons and tendencies begin to appear. Here we find truths that give facts meaning. Two of the most important factors in any wage earner's life are employment and wages. "Why do you want more wages? The average wage in this shop is \$35," said the employer to the union representative who raised the issue of a wage increase. The foreman got \$50, a highly skilled operative \$35 and a less skilled one \$20. The union representative felt there was something wrong with this answer and carried it to a statistician to find out where the "joker" was. The statistician pointed out that there was only one foreman, about 10 skilled operatives and usually 50 unskilled operatives and that the average wage was around \$23. In such ways, many union officers learn the meaning of weighted statistics, and so they have found that they need to watch employers statistics with challenging eyes.

As business administration increasingly uses statistics for business control and cost accounting and business research develops statistics, wage conferences witness the massing of facts by both sides with decision depending much upon ability to sustain such facts against the experts of the other side. Thus far the research workers and the accountants have been able to find employment only with management and there have been but few to gather and interpret industrial facts from the standpoint of those who work for wages. Labor's interpretation of industrial happenings is necessary to a well balanced picture for management as well as workers. The Federation began its research on fact-finding with these two subjects—employment and wages.

## Reveals Growing Unemployment

Last summer reports and letters from organizers and union executives all over the country began to repeat with increasing frequency that unemployment was growing. There were no agencies recording national unemployment statistics, only a few local

records. As the Federation had the machinery through which representative data could be gathered, Mr. Green decided to undertake the collecting of monthly unemployment returns. He selected the following industrial centers:

Atlanta, Ga.  
Baltimore, Md.  
Birmingham, Ala.  
Boston, Mass.  
Buffalo, N. Y.  
Chicago, Ill.  
Philadelphia, Pa.  
San Antonio, Tex.  
St. Louis, Mo.

Cincinnati, Ohio.  
Cleveland, Ohio.  
Denver, Colo.  
Minneapolis, Minn.  
New York, N. Y.  
Omaha, Nebr.  
Pittsburgh, Pa.  
San Francisco, Calif.  
Seattle, Wash.

Each month a postcard is mailed to the secretary of each local union, asking for the number of members belonging to the union and the number unemployed. Responses to this request are unusually cordial. The first returns were for the month of September, 1927. The data were compiled and sent to the secretaries with the next report card. This report stimulated co-operation. At request and in order to get more representative information the following cities were added to those reporting:

Detroit, Mich.  
Los Angeles, Calif.  
Paterson, N. J.

Jersey City, N. J.  
Milwaukee, Wis.  
Washington, D. C.

After this system of reporting had been in operation six months, Mr. Green decided to make the summary a regular feature of the "American Federationist." "Current Business," published by the Department of Commerce, and the "Labor Gazette," published by the Dominion of Canada, regularly quote our figures. Labor unions are watching the returns and requests have come from banking houses, department stores and retail business men for more detailed information that would help to forecast business demand for the future.

Of the unions, 3,000 in number, to which report cards are furnished, approximately 1,000 report regularly, representing a membership of about 400,000. The average per cent of unemployment has been found to be:

|                  |      |
|------------------|------|
| October-December | 13.8 |
| January          | 18   |
| February         | 18   |
| March            | 18   |
| April            | 16   |
| May              | 13   |
| June             | 11   |

Realizing that this average for general unemployment was too high because overweighted by building tradesmen, the returns from the building trades have been separated and averages for building trades and other industries were given in the returns published in the August magazine. Unemploy-

ment for building tradesmen, in addition to general unemployment, was published in the August "American Federationist." The Federation's unemployment data can be made increasingly valuable as the co-operation of unions increases. Some unions are not making returns at present because they do not have the figures required.

## Records of Earnings and Employment

A plumbers union submitted a request for wage increase to their employers. The employing plumbers association pointed to their existing rate and refused. The plumbers union, knowing that the rate was counterbalanced by the irregularity of their work, began a hurried search for the number of days worked. Because of the nature of their industry neither federal nor state bureaus had the data. As a result of our study of this union's problems, the Federation made the following suggestion to a few local unions:

## WAGES AND HOURS REPORT

### Draft Card

Week ending.....  
Name .....  
Union .....  
Street Address .....  
Employer .....

## TOTAL WAGES FOR WEEK

|                      | Straight<br>time | Over<br>time |
|----------------------|------------------|--------------|
| Hours worked in week |                  |              |
| Wages for week       |                  |              |

That the union supply its members with a report card (Exhibit A) which they should fill in and return to the secretary of the union at the time of paying their dues, the cards to be compiled by the union, which may have such assistance of the research workers of the Federation as it may wish. This offer remains open to all local unions that wish to take advantage of it.

A necessary step in the collecting and compiling of data by the American Federation of Labor is the keeping of records by each local union. A simple record card with information under two heads would enable the union always to gauge its progress—time worked (straight time and overtime) and actual earnings (straight pay and extra pay).

## Labor's Share

In addition to unemployment data, the Federation publishes regularly an index to labor's share—that is, labor's participation in the wealth it helps to create. This index discloses whether wage earners develop a purchasing power proportional to increases in production and consequently

(Continued on page 499)



NEW DEPARTMENT OF COMMERCE BUILDING, WASHINGTON, D. C.

This department does a great deal of research work and, unlike its fellow Department of Labor, is to be housed in a modern building.



# Clerks Get Research Movement Underway

By E. L. OLIVER, Research Director

**T**HE Research Department of the Brotherhood of Railway and Steamship Clerks, was established by action of the fifth triennial convention of the brotherhood, held at Columbus, Ohio, in May, 1928. The department was to be set up in July, 1928; its purpose was defined as follows:

"It shall be the function of the Research Department to compile and prepare for use information required in wage negotiations and arbitrations by the Grand Lodge or by system boards of adjustment, and to assist in handling such negotiations and arbitrations, and to co-operate in every way possible with Grand Lodge officers and departments and with local lodges and system boards of adjustment in their various activities."

The Grand Executive Council of the Brotherhood had, in January, 1928, created and filled the position of grand lodge statistician. During the period from January to July, 1928, the grand lodge statistician had been handling the work now to be taken care of by the research department. The organization of the department is in continuation of the policy adopted by the executive council at the beginning of the year.

## Adequate Funds Provided

Under the law creating the research department, provision is made for the adequate staff, and necessary equipment for carrying on its work. The director of the department receives a salary equal to that paid to vice-

grand presidents of the brotherhood. No other definite limitation is made upon the department budget, the director being authorized, subject to the authority of the grand president and the grand executive council, to complete arrangements necessary for staff, equipment, etc.

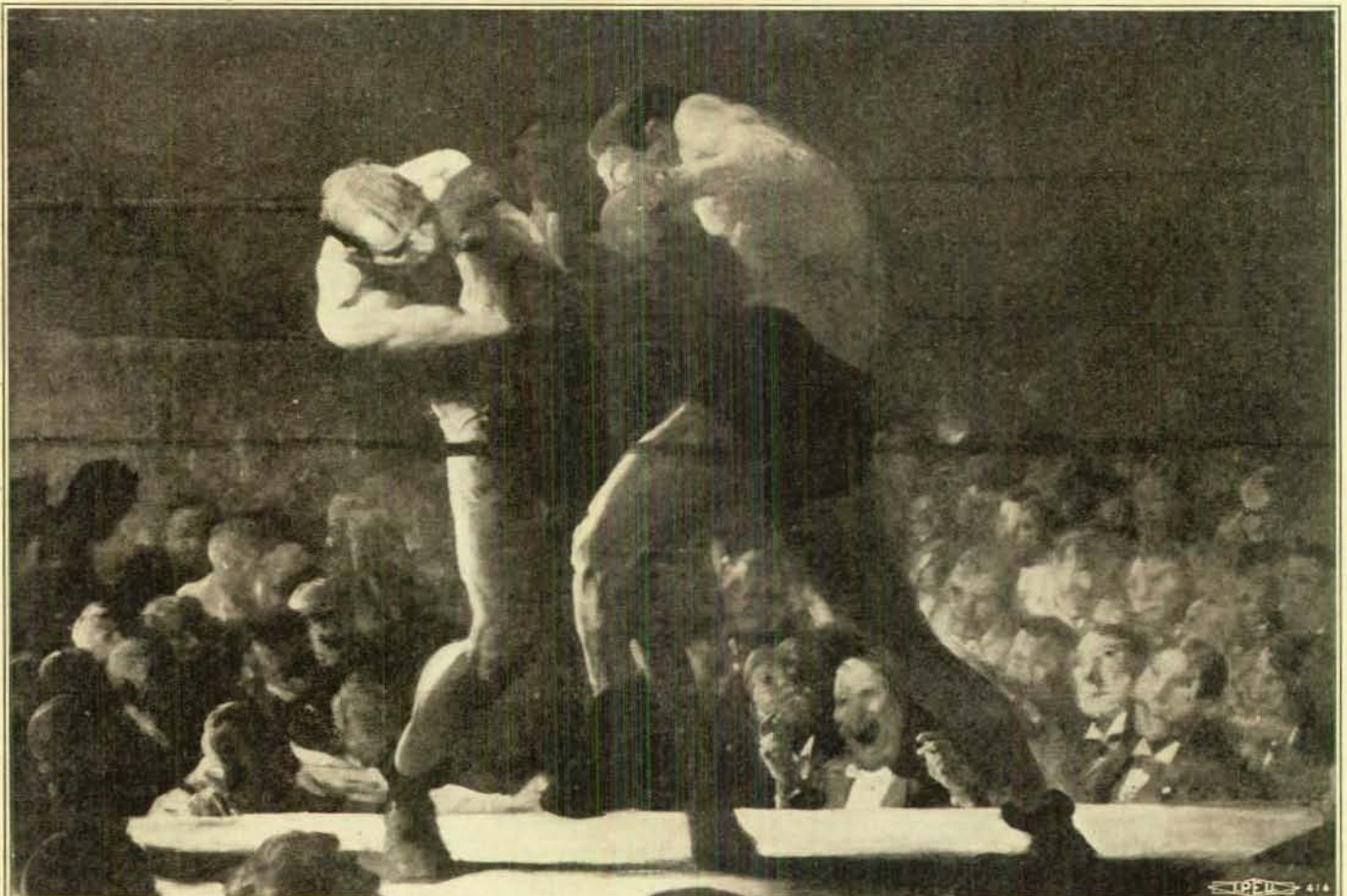
Since the selection of the grand lodge statistician, the railway clerks have been involved in two arbitration cases, both of great importance to the organization. The first of these was on the Great Northern Railroad, and was regarded as a "ground-breaker" among the railroads in the northwest. The second, involving our classes of employees on the St. Louis-San Francisco Railroad, was the first to come up in the Southwestern territory. Both were handled in so far as the preparation and presentation of evidence was concerned, by the grand lodge statistician in co-operation with the local officials of the organization. In both cases, substantial increases were won by the employees.

Hearing of the arbitration dispute on the Great Northern Railroad began on January 23, 1928; final arguments were made March 31, 1928. The greater part of the 10 weeks required for the hearing were taken up in the introduction of management evidence. Among the witnesses used by the management were two statisticians, one of them a rate expert; two industrial engineers, representatives of a Chicago corporation frequently employed by the western railroads;

and the operating and accounting executives of the Great Northern itself. Two lawyers, from the legal staff of the railroad, were present and actively engaged in the conduct of the case from its beginning. Final argument for the management was made by these attorneys, jointly. During the hearing, evidence introduced by the management in the form of exhibits was voluminous and most comprehensive. To meet this mass attack by management representatives, the brotherhood had available only local officials and the grand lodge statistician, in addition to one vice-grand president who acted as employee representative on the board of arbitration. Facilities for the preparation of employee evidence were inadequate; the case for the brotherhood had in large measure to be improvised. The experience of that arbitration hearing added the final proof of the necessity for the establishment of a research department in the organization. There was no opposition at the convention to the creation of such a department or the appropriation of money required in its operation. On the contrary, the delegates seemed to be thoroughly convinced of the wisdom of the proposed action.

Since the research department has formally come into existence, one month ago, plans for its organization have been under consideration. The second arbitration of the year, mentioned above, has intervened; it was

(Continued on page 504)



CLUB NIGHT  
By George Bellows, N. A.

Courtesy National Academy of Design



# Maintenance of Way Men Know Research Value

By F. H. FLJOZDAL, Grand President

THE twenty-first regular convention of the Brotherhood of Maintenance of Way Employees in October, 1922, adopted a resolution providing for the creation of a department of statistics and research, and empowering the Grand President to employ a statistician to compile such data and information as might be necessary to properly protect the interests of our membership.

In accordance with the above action of the convention I appointed Brother L. E. Keller, an experienced maintenance of way man, who had worked for years in our class of work and who at that time was secretary-treasurer of our Brotherhood on the Louisville and Nashville System Division.

The 1925 convention provided in the constitution for a department of statistics and research and provided further that the grand statistician should be considered a Grand Lodge officer with a voice in all meetings of such officers.

The passing of time has shown that the creation of this department of our organization was a progressive and intelligent move on the part of our membership.

We have reached the point in our industrial relations and in our economic lives where it is absolutely essential to develop facts, and arm ourselves with convincing statistics and arguments if we are to properly protect the best interests of those whom we are selected to represent. Employers, professional men, scientists, etc., are spending more time and money today in research and in the collection and tabulation of statistics than in any previous time in our industrial history. The wage earner through his organization must do likewise if he is to be prepared to hold his own and make progress in a competitive world.

## Helpless Without Facts

When this Brotherhood created its department of statistics and research it is a notorious fact that the Brotherhood officers did not know the existing rates on the overwhelming number of railroads throughout the United States. In Canada where a more standard wage scale prevails, the information was more generally available, but in the United States, with its great conglomeration of maintenance of way wages, the officers of this Brotherhood in appearing before wage tribunals would have been in a hopeless and most embarrassing predicament had they been called upon for a general outline of our wage structure. It could not have been given for the plain simple fact that it had never been collected and was therefore not available.

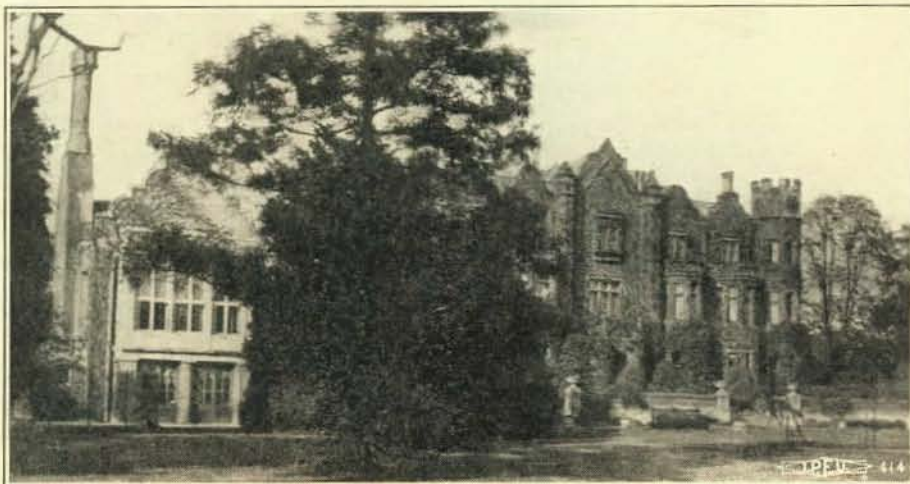
Today an entirely different situation prevails. Through our statistical and research department and with the co-operation of general chairmen and other field officers, we have the most complete information on maintenance of way wages that was ever before collected. Not only do we possess the actual wage rates on different roads but we have made extensive statistical studies to develop by systems and by regions the minimum rates, maximum rates, going rates and the average rates. Within the five regions of the country—Eastern, South-eastern, Northwestern, Central Western, Southwestern—we know what roads pay the highest rates and where the lowest rates prevail. We know the average for all the roads in the region and how individual roads compare with that average. We know

the high and low rates on individual roads and the average for such roads. More important still, we know what progress is being made in the matter of "real" wages and we have grasped the significance of a "real" wage as compared with an actual "money" wage.

These data are made available to our Grand Lodge officers, system division chairmen and other field representatives in order that they may use them as a basis for arguments and in order that they might be armed at all times with adequate and reliable facts and figures.

It was only a few years ago when maintenance of way committees entered the

been entered into where more reasonable and practical arguments can be developed. Through our research and statistical department we engage in studies of efficiency, increased productivity, training and skill required, hazards risked, responsibility assumed, irregularity of employment experienced and other facts that justify high wage rates. The cost of living, once a determining fact in establishing wages, is a poor yard stick by which to measure the pay of working men as competent and efficient as may be found in the United States and Canada, and our Brotherhood has repudiated that theory of wage adjustment. At the same time, we do conduct studies to



EASTON LODGE, ESSEX, BRITAIN

Once the home of English Aristocracy, to be turned into a labor university by the Trade Union Congress.

management's office to negotiate wages armed with no statistical arguments or data themselves and to find the management abundantly supplied with these figures. Necessarily the committee was compelled to accept whatever facts and figures the management chose to present them and whether the management's arguments sounded reasonable or not, the committee was in no position to dispute them. Our department of statistics and research has corrected this harmful situation and is prepared to provide our negotiating committees with wage data when called upon to do so.

## Reduces Expenses

Another important factor in this connection is the reduction in expenses in our wage negotiations. In the two years prior to the creation of our statistical department this Brotherhood paid \$22,000 to statisticians employed for the purpose of presenting wage arguments before the Railroad Labor Board. These statisticians so employed were not continuously at the service of this Brotherhood but were employed to deal with specific cases. Today, at a greatly reduced cost, we are providing our committees with more practical arguments, more complete data and at the same time we have the continuous service of our statistician with a substantial reduction in this character of expense.

Our studies of wages are not conducted along the antiquated or improper lines that were once used, namely, the cost of living and living standards, but new fields have

determine the standards of living of our people, because we hold that the money wage is not so important as is the purchasing power or real wage from time to time. A comfortable and healthful standard of living cannot be maintained even on a high wage if living conditions are still higher. And the maintenance of a wage at the same standard represents an increase in purchasing power if living costs decline while the wage remains permanent. Our Brotherhood is interested in these factors and our department of statistics and research is a sort of clearing house for facts, figures and information in this connection.

In addition to collecting wage data, this department makes studies of general conditions and practices that prevail in our department of the railroads. Through the circulation of questionnaires and the study of agreements, we publish and distribute from time to time data concerning this or that problem or condition that will be helpful to our representatives in improving the general condition for our craft.

## Advances General Interest

Another advantage found in a department of this nature lies in the educational and publicity work that it can engage in. We have found it possible to do considerable educational and publicity work through our research department. Copies of our arguments and pamphlets have been placed in many libraries and we have been advised that these publications are in good demand by the reading public, particularly by

(Continued on page 502)



# New Term Finds Labor Schools Facing Forward

## BALTIMORE

*"The true university is not a super-structure, but an intelligence pervading the whole social system."*

THE Baltimore Labor College believes that "One of the most important factors in the progress which the labor movement makes rests upon an educational basis."

It believes that the worker must be enabled to understand and interpret the industrial and social world in which he lives and that it is best done if he does the job himself.

So our effort in workers' education has been to consider and promote whatever is found to be good methods for that purpose.

We have continued to maintain such courses and studies as public speaking, psychology, current problems, labor journalism, English, economics, etc., also this summer, for the first time, we had a course in history of the American labor movement, which is being well attended.

These courses are held weekly, in the evenings, during the fall and spring months. Last year there were enrolled over 100 students. Over 75 per cent of the students were members of trade union locals and the rest were workers' friends and those interested in the labor movement. As teachers, we have those who are vitally interested in the aspirations and aims of workers' education—such as V. F. Calverton, author and lecturer; Edith H. Hooker, physician and leader in women's civic affairs; Paul Morganthal, member of the Public Improvement Commission; Professor McDougle, of Goucher College, and others.

### Electrical Workers Join

Several innovations were inaugurated during the past year which we believe made valuable contributions to the cause and prestige of labor and the end is not yet.

Of outstanding importance was the calling of an unemployment conference (which was featured by the May issue of the *ELECTRICAL WORKERS JOURNAL*). During the past year Baltimore has had the highest record of unemployment. The local authorities tried to minimize if not ignore the problem. This conference brought together prominent economists, government officials, business men and labor leaders and not only established the fact of unemployment but aroused the mayor to take action and appoint a committee to deal with the problem. The conference was held at the Johns Hopkins University and by agreement with station WFBR was the first conference of its kind to be broadcasted over the radio.

Another important activity was the starting of a technical education class by Electrical Workers Local Union No. 28. This organization took hold of this matter in earnest with the result that all of its apprentices and some of the helpers took part in this course. The course consisted in one hour of technical instruction by a recognized expert in the electrical field.

This was followed by half an hour of study in trade union principles and policies with lectures by prominent labor leaders and economists. The electrical workers were so pleased with this work that they started another class for the regular members of their organization. This sort of work makes not only bona-fide workers better craftsmen and trade unionists but also helps to counteract the adverse effects of the present irresponsible and wage-cutting system of vocational training.

There was also a "Labor Dinner" sponsored by the Labor College and participated in by the students and representatives of the trade unions of the city. Israel Mufson, secretary of the Labor College of Philadelphia, came with a message on workers' education that strengthened our hearts and hands for the work before us.

The next was the inauguration of a labor forum which was taken up by the Baltimore



ROBERT E. MACHIN

Under Machin's guidance as secretary, Baltimore Labor College has made great strides. He is a member of the railway clerks.

Federation of Labor. Prominent speakers and authorities in their respective subjects brought messages of interest to labor men. Such matters as old age pensions, women in industry, religion and labor, unemployment insurance, etc., were taken up and discussed. Questions were asked from the floor and interest was aroused as never before.

### Program for the Coming Year

During the coming year we plan to continue such courses as public speaking, history of the American labor movement, current labor problems, current topics, labor economics, journalism and English, etc. It is our desire also to further extend the technical educational work to other crafts beside the electricians. In connection with these classes we also provide social features such as class and group dinners, outings and dances.

However we are planning to initiate further innovations.

While our evening classes continue to have a fair attendance, the proportion in contrast to the whole labor membership is very small; so we believe that there are other ways and means to arouse the workers to their part and importance in industry. One of these is the week-end conferences which, at this time, afford a good method of informing and inciting labor to interest and action in the many pressing problems that affect it. We believe it good to take advantage of all the resources at hand for the good of the work,

and to this end we were able to secure the friendly co-operation of the Johns Hopkins University, the radio facilities of station WFBR and of the local press. Some of the publicity, such as in connection with the unemployment conference, was of great value and extended to the press in other parts of the United States and even in Europe.

### Railroad Labor Conference to be Held

In this connection the Labor College is preparing to lend its good offices and co-operation for a conference on "Railroad Problems" sponsored by the standard railroad labor organizations on the Baltimore and Ohio Railroad. Participating in this conference will be leaders of labor and management beside government officials and economists. Such questions as the pending consolidations—as they affect workers and management, the co-operative idea, company unions, the railway labor act, etc. The Johns Hopkins University has given its facilities for the conference and arrangements have been made to broadcast the proceedings over the radio.

Other conferences on such important subjects as "Human Relations in Industry," with the possible participation of leaders of religion, business and labor groups; old age pensions and organization, are being considered.

The Labor College stands ready to offer its good offices and co-operation in meeting the special problems of the various trade union groups—some of which are now being hard pressed by such problems as unemployment. One of our important crafts has asked our co-operation and aid in such a pressing situation and it is hoped that a helpful approach can be made to the problem—and it is to such problems we set ourselves.

### A Radio Class

Quite important is an offer by a radio station WFBR to us to take over a weekly period of broadcasting. It is proposed to utilize, if possible, this opportunity to conduct a class on current topics, in addition to other entertainment features. This will reach many people and arouse much interest with a small but necessary outlay of money. It would also enable labor interests, to catch up, at least to some extent, with other groups such as the American Legion, Chamber of Commerce and the Federated Churches and similar groups who realize the value of modern methods for their work.

We believe it is the function and opportunity of workers' education to help equip labor to meet the conditions of a fast changing industrial order and it is to this need we set ourselves so that by the end of another year we will have been further along the road of human progress and welfare—for the worker.

Our Labor College is maintained by and for the trade unionists and is supported by the affiliations of the various locals, student fees and interested teachers and friends who receive but a very modest consideration for their services.

The administrative work of the Labor College is practically voluntary and this situation, and the lack of funds prevent a much wider program and more fruitful results; and in view of this handicap the present work surely represents good returns for the funds at our disposal.

The variety of trade union interests of the college is indicated by the various groups represented by the officers of the



Labor College who are as follows: William Ross, president and member of the Boilermakers union and graduate of Brookwood Labor College; Emmitt Schwier, vice president and member of the Carpenters Local; Frank J. Meeder, treasurer, and member of the Electricians and Robert E. Machin, secretary and member of the Railway Clerks.

ROBERT E. MACHIN,  
Secretary,  
Baltimore Labor College.

## BROOKWOOD

There have been several new developments at Brookwood, labor's only resident trade union college, since the education issue of the JOURNAL a year ago, but above all the conviction expressed then is even stronger, that the school is no longer a precarious educational experiment, but an established and successful fact, at the beginning of its seventh year. In a year of general depression in the labor movement, unemployment and internal union fights, Brookwood has not only maintained all of its activities, but increased them, and is planning more extensive work for the coming year.

A conference on youth and the labor movement held at Brookwood in December proved so valuable to the 50 members from various unions who attended, that a second one was held in New York City, in co-operation with the Central Trades and Labor Council. Twice as many attended this one, and discussed such questions as facts about young workers in industry, legislation affecting young workers, and organization of young workers in mass and skilled industries.

Keeping in active touch with the labor movement while at Brookwood has always been urged on the students, and a two months campaign in behalf of relief for the Pennsylvania and Colorado miners enlisted everyone at the school. Union meetings in Westchester County were covered by speakers, over \$1,200 and 2,800 pounds of clothing were sent off, and the little village of Katonah where the school is located, was combed for money, clothes and canned goods. The dramatics department co-operated by putting on in Katonah a one-act play of the coal fields.

Labor dramatics, under Jasper Deeter, director of the Hedgerow Theater in Philadelphia, has been booming at Brookwood this year. Since there is very little labor drama available in this country, students have been encouraged to write original plays, and the result this year has been a play about coal which is now in rehearsal at Hedgerow, a play dramatizing the open-shop summer experiences of one of the students, and an organization play by two others which was produced in New York and Baltimore.

A new department in Brookwood activities is planned for the coming year—the extension work, which is to be carried on under the direction of Tom Tippet, formerly educational director of sub-district 5, United Mine Workers, and last year an instructor at Brookwood. The ground work for this has been laid through a tour of New England and New York cities by a Brookwood graduate. It is hoped to reach the unorganized workers in this vicinity through educational work, although to date many organized groups have asked for advice in carrying on workers' education. Brookwood graduates going back into industry are also in many cases trying to start local educational projects, and are constantly seeking help from the school staff.

One instance of such work is the group of three 1928 graduates who have "gone south" and are now working in textile mills, surveying southern industrial conditions, with the hope of arousing interest in education and organization.

The usual week institutes were held at Brookwood this summer. The executive council of the United Textile Workers met for a week and discussed policies of their union. A. J. Muste spoke to the council on the tariff and on organization in the south. From July 23 to 28, 30 women from seven states and representing a dozen auxiliaries or other organizations, met to discuss the work of auxiliary members in the union movement. A week-end discussion of the Mitten-Mahon agreement on the Philadelphia transit lines was held, and the subject of union management co-operation thoroughly canvassed.

From August 20 to 25, the Eastern States Co-operative League of America held an institute on the history, theory and practical experiments of consumers' co-operation. It is Brookwood's theory of summer institutes that the staff and equipment of the school should not remain idle during the summer months, but be turned over to whatever labor group may find beneficial a week of study and play together in an educational atmosphere.

The staff at Brookwood will remain practically the same next year. Arthur Calhoun will teach social economics and psychology; David Saposs will return from a second summer studying post-war labor conditions in France to conduct the course in trade union problems, and A. J. Muste will resume his first year course in the history of civilization. Josephine Colby will teach the English and public speaking, and Helen Norton, labor journalism. Cara Cook, librarian and tutor, will spend the year studying in the London School of Economics. Mark Starr, an organizer and teacher of the National Council of Labor Colleges in England, will be at Brookwood next year to assist in teaching, and Franz Longville, formerly a teacher in the Belgian Labor College, will also be at Brookwood as a student and tutor.

CARA COOK,  
Librarian.

## CANADA

As working people are we to accept the opinions forced upon us by the partisan and sectarian press or by any other methods of propaganda? Are we to accept the prejudiced opinions which are dictated by proprietors and groups of shareholders? Are we not as able as anyone to prepare ourselves to interpret current events, industrial and otherwise, or to meet changing conditions?

As representative workers, a major factor in the economic system, why do we show such apathy towards education, when we know that education is the medium which has placed the other major factor, capital, in the supreme position in which it finds itself today? Every year finds better and more capable products of the universities entering the ranks of industry, almost without exception in the interests of better methods of production and more scientific methods of doing business. But how many have we to enlist in the ranks of labor in the interests of the great mass of humanity which one finds almost leaderless? Consider the number of captains of industry; then compare that number with the number of captains of labor. Almost appalling (don't you think?) when the university has placed every facility at the disposal of working people, through the Workers' Educational Association, in order that they may also

acquire the benefits of a university education.

As one of our tutors in economics has most aptly expressed it, "Representative government is awaiting the day when the worker will be able fully to match the employer's knowledge of industrial affairs. No man can expect to be entrusted with the control of a complicated machine unless he understands exactly how the machine works. Even so, it is only when the worker has made a comprehensive study of the industrial machine that a share in its control can be assigned to him, and that his ideal can be realized of being no longer a 'hireling' in industry, but a partner—a full citizen in the industrial kingdom." While in this instance stress is laid particularly upon the necessity of the study of economics that is not all that is required. All cultural subjects are a necessity in the development of the individual. As physical exercise is indispensable to a healthy body, even so is study, which is food and exercise to the mind, essential to its development.

It is the aim and purpose of the Workers' Educational Association to instill in its members a knowledge of fundamental facts and principles and to train them to be able to impart that knowledge comprehensively and intelligently.

One does not necessarily have to be a Trade Unionist to enjoy the privileges of the W. E. A. in Toronto, but the classes must be composed of working people. Anyone with an ordinary public school education is properly qualified and able to secure the most out of the instruction. The tutors in Ontario are provided through the kindness of the Department of University Extension of the University of Toronto. They are selected from the university staff by the director of university extension because of their wide knowledge of human nature, their interest in the workers' efforts to obtain higher education, and their expert knowledge of their subjects. They have no propagandist activities, teaching only the truth irrespective of the radical or the conservative complexion of the classes.

Each class meets one night a week. The first hour or hour and a half of the two-hour period is taken up by the tutor in delivering his lecture. The remainder of the time is devoted to general discussion by the members, and in further elucidation of the subject of the evening by the tutor. This method of instruction is a special feature of W. E. A. classes designed to meet the needs of working people. The control of the association is entirely in the hands of the workers through their four elected officers who, together with the director of university extension, form the board of management. The Toronto Trades and Labor Council and each affiliated local union have also a representative taking part in the management of the affairs of this organization. During last session there were nine classes, meeting in the public libraries of the city, with an enrollment of nearly 200. The subjects of instruction were economics, English, conversational French, psychology, public speaking and journalism.

It is the purpose of the Workers' Educational Association to carry out an extensive membership campaign in organized labor circles. With this in view a conference was held in the Toronto Labor Temple on June 6, when many delegates from local unions attended. It was then decided to hold a public meeting in the Labor Temple some time in September prior to the opening of classes for the fall term. It is hoped at this meeting to dispel any misconception of the nature of the Workers'

(Continued on page 491)



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to the  
Cause



of  
Organized  
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**I. B. E. W. Research** The picture of research activities of American labor would not be complete without a thumbnail sketch of the work of the research department of the International Brotherhood of Electrical Workers. The outlines of this department existed several years before it was officially established. The work was carried on by the International officials of the union, pieced out by such talent as could be employed from time to time. The functions of this department are varied. Apart from certain power studies, health studies, and wage studies, it has embarked upon no extended survey. It has been kept fully occupied in amassing a store of material on these major questions uppermost in the labor movement; in building up a reference library; in supplying information of varied hue and value to locals; in aiding in the preparation of wage briefs.

A cursory appraisal reveals its worth to the union. It is unthinkable that any modern organization will undertake to do business without a "department of reflection," an intelligence office whose function is to study, investigate, inquire, summarize and make known.

## Radicalism of American Business

One of the dismaying facts about American life is that there is so little reasoned, well-informed criticism of business economy. The habit of refraining from criticism has been allowed to fix itself upon us, largely, we believe, out of fear that the critic shall be classed with the unpatriotic elements of the commonwealth. As a result, there is a great deal of carping, nagging, pulling and tugging, and very little suggestive, fundamental comment. The recent movement launched by John P. Frey (labor) to study the effect of foreign loans on wage earning and general prosperity at home, is a move, we believe, in the right direction. There are certain other shortcomings which can well be scanned.

A Dutch financial magazine makes the prediction that the United States will shortly lose the financial supremacy of the world, which New York has enjoyed since the war. The Dutch magazine bases its forecast upon well-known facts. In the first place, money rates in the United States are uncertain, fluctuating. The Federal Reserve System, designed to stabilize business, in an effort to cope with the serious problems of stock gambling, has been forced to raise and lower, lower and raise, its discount rates repeatedly. As a result foreign nations

seeking loans dare not go to Wall Street without danger of being burnt. Instead they are turning to London, where Lombard Street bankers sit in the cold passivity of traditional British conservatism. London was the banker of the world before the war, and bids fair to return to that distinction.

What a commentary upon American business methods. Our big, strong, conservative business men are not conservative at all. They are in truth, radical, willing to allow stock gambling to impair our credit abroad, and our prosperity at home. For be it known, at least 40 per cent of the billions used by stock gamblers, is from the idle coffers of American business corporations, money which could be used in productive effort, or to increase the wages of American workers.

**Canada** Americans from the States thronged into Canada this year—the greatest horde in history. They found their neighbors unusually hospitable. And if they kept their eyes open they found out other things. They found out, for instance, that only an imaginary line separates the two nations. Canada is much like the United States—the same restless, nervous, dominant energy expressed in mastery of natural resources. And they found out that the great American corporations are doing business in Canada: Standard Oil, General Motors, Ford, Childs Restaurants, Keith-Albee vaudeville, New York Central, Baltimore & Ohio, Saturday Evening Post—in short, the American from the States felt at home in a business way—only breweries sharply marked the difference. On the other hand, he found a stronger, prouder, public spirit, we think—expressed in public parks, public restaurants, public rest rooms, public touring camps of a high order. Canada is a great country actually and potentially. And inasmuch as it is knit fibre by fibre to the United States, it is a natural thing that the labor organizations of both countries should be bound so closely together. This union is a natural and a sagacious accomplishment. One other reflection comes to mind. American dollars—billions—are invested in Canada, and yet we hear no talk of American imperialism. The flag does not follow the dollar. No marines are sent to patrol the St. Lawrence. Is it that imperialism can operate only in bleak, backward countries?

## Toward World Peace

The reforming of so vast an edifice as world organization and world politics will take decades. Yet every humanist should welcome the smallest step toward such an eventuality. The so-called Kellogg Anti-War Pact signed since our last issue, seems to be a step toward sounder, more rational international relations. War is no longer set up as a thing to worship—a symbol of national health and prowess. Under the pact, it is an outsider—an illegal imposter. All the old women, both male and female varieties, who like to rush around, in the name of patriotism, whooping it up for armour plate and gunpowder, will have just a little harder time to convince America of the necessity of huge armaments. On the other hand, an interpretative letter from Kellogg to England and France, severely weakens the pact. This letter parades the "right of self-defence" as an excuse for war. What modern nation ever went to war except in self-defence?



## Heart of the Struggle

The unrest created by the introduction of the vitaphone into the theatre has not subsided. Stormy conferences, strikes, lock-outs lie in the wake of this mechanical invention. Certain facts are becoming plain. The Musicians' Union are handling their side of the case generally with good sense and skill. Where concessions must be made they are made. There also appears to be unanimity of action and co-operation among various branches of the theatre trades. Third, it seems certain that vitaphone music and talking pictures are a passing fashion. Such well-known stars as Douglas Fairbanks and Mary Pickford are not making such pictures this year, largely because they have international audiences. It is a fact, moreover, that theatre art depends on illusion, and talking shadows, though novel, do not seem as real as pantomime. However, these facts do not lessen the intensity of the present crisis, which in itself, discloses the heart of the present struggle of labor with the automatic machine.

## New Battle Front

"They are just as much slaves today as were the black slaves before the Civil War." Thus the Tobacco Workers' International Union describes the conditions of workers in the plants of R. J. Reynolds Tobacco Company, Winston-Salem, makers of Camel Cigarettes and Prince Albert Smoking Tobacco. "The 12,000 employees of the company are subjected to the most deplorable wages and conditions of employment notwithstanding every effort they have made to better them. If they join the union, they are discharged."

In the face of these conditions the union is carrying on a brave contest to organize the Reynolds' plant.

## Herman Wills and the Pioneer Spirit

The eightieth birthday of Herman Wills, celebrated with such discriminating good sense by "Labor" served to visualize a great segment of labor history. Wills became a railroad worker in 1868, and one of the earliest members of organized labor. He has held and brilliantly filled every office in the command of his union. His life spans America's known industrial history. Apart from his personal triumphs of character, Wills typifies the pioneer spirit of labor carried over into the present—the present of more sedate, factual and co-operative industrial relations. What the pioneers of Wills' day had was spirit, a daring willingness to fight for unionism with every legitimate tool at their command. This was the spirit of the pioneer in every walk of life, and Herman Wills and his comrades lived it too. This pioneer spirit is not so evident in the labor movement today, simply because labor is not facing the frontier. But we emphatically believe that the old fighting spirit is not dead. We believe it flares forth in quieter ways, but with no less intensity. We believe there are thousands of unionists still making daily sacrifices for the union, and still standing ready for aggressive advancement. And yet it is good to turn back and to re-ignite the torches of union idealism at the old shrines, especially when we have a living exemplar of the heroic days still working among us.

## Heads Are For Use

Now more than in any other campaign in a generation, the voter must use his head. In a campaign distinguished thus far by its freedom from cheap appeal and claptrap, but by subtle and often deadly hidden propaganda, the labor unionist will need to look sharp lest he be made a fool and a gull. Labor's interests are economic interests but they are also human interests. The candidates who square with the union card should in this year of all years secure labor's support. Side appeals, minor issues should be ignored, for the great, primal interests of labor's advancement.

## You and Your Money

Recently Professor Fisher revealed the speculative element in employee stock ownership. We wish sometimes that that was the only form of temptation presented to the average working man to speculate. In the orgy of indiscreet and economically unsound speculation in the New York Stock Exchange, all classes of American citizens were involved. The temptation to speculate is greater and more insistent in America today than ever before.

In contrast with this unsound practice, consider the habit of many thoughtful men of creating an annuity through life insurance. This is a wise and social procedure. By insurance, wealth is created through co-operation, rather than through competition, and every man's desire to provide for the future is confidently answered.

## Wages and Organization

The U. S. Department of Labor has done a public service by calling attention to the starvation wage being paid in many American industries. In the lumber industry \$17.77 a week is the average wage. In the meat-packing \$21.35. Track laborers on railroads average \$17 a week. The self-satisfied auto industry pays an average wage of only \$28.73 a week. The rest are commensurate. It is to be noted that with the exception of the mining industry, where a bitter struggle is now waging for higher wages, these starvation industries are non-union.

This suggests an important point. There is nothing magical in the maintenance of high wage levels. Research helps. Conference methods are best. Wage philosophies clear the way. But the main strength lies in economic organization: in unionization.

David Belasco, patriarch of the American theatre, said on his sixty-ninth birthday, "All in all I have never known the theatre to be in so healthy a condition. This state of affairs I ascribe largely to the Actors' Equity. It keeps order in the theatre." The same could be said about other industries where brother unions of Equity flourish.

Courage can become a habit. When the dark days come, when one's physical and mental morale is low, one can, by sheer thrust of will, force his body, mind and soul back to a healthful, courageous view of things. One can better understand his own relationship to the general sphere—to the universe. He can see his relation to his fellowmen more honestly. He can find happiness in little things.





# WOMAN'S WORK



## Keep Your Health—It's Worth What It Costs

By A WORKER'S WIFE

"MAMMA'S sick." Father tries with unhandy fingers to fix breakfast for himself and the children before he hurries off, late, to work, with a gloomy face and worry in his heart. The children sit where he left them, in a mournful little group. The house, usually so full of activity, seems deserted with mamma marooned in the big bed upstairs. Even the forbidden pleasures have lost interest, now there is no one on hand to forbid. Then the doctor comes, with his professional smile and antiseptic odor. "It must be something awful, she never has the doctor," the youngsters whisper. And perhaps a kindly neighbor comes in to clear up the dishes and send the solemn little troop out to play.

And mother, upstairs—does she lie there and enjoy her unaccustomed rest? Why, she can't rest. "What are the children doing, they're so quiet?" she asks herself in alarm. "Could they have gone out in the street? Poor John, did he get anything for breakfast? I wonder if he found the oatmeal? Oh, those dishes, who will wash them? Who is going to do the housework? Nobody knows where to find anything." Her own condition fills her with dismay, as well.

"How long am I going to be laid up—the doctor wouldn't say. And what—oh, what, will it all cost? Doctor bills—and hiring somebody to come in and do the work—medicine—nurse—maybe operation—" and the bills mount up in her mind to terrifying figures.

Illness of the wife and mother is a major calamity in the home of the wage earner. She is its executive director as well as its busy servant—almost impossible to replace her services. At all costs they must have her made well again and back on the job. But the cost may wipe out the family savings, may even plunge them into debt.

### General Physician Passing

The small town general practitioner, who treated everything from measles to maternity cases, and trusted his patients to pay his small fees whenever they could, is rapidly disappearing. Instead, we are shuffled from one specialist to another, each with a big bill for seemingly small time and service, and it's "pay as you leave" or the doctor's secretary will be calling you up regularly until you do. It is true that these specialists have extensive educations in their particular specialty and are vastly more modern and scientific than the old family practitioner. But let them suspect that your illness is due to something outside their narrow field—and on you go to the next doctor for his diagnosis. This traveling around from specialist to specialist consumes the money. We admire these efficient young men, concede that they or their parents have invested heavily in their medical education, and perhaps their charges are not excessive when we consider, as they plead with us to do, office rent, salaried assistants, and incidentals, which tend

to change a large gross income into a small net one. But—we note the oriental rugs in the office, the corps of assistants, the big limousine outside—and we wish these specialists would combine forces a little and cut down the overhead, if that is what makes their bills so high. Adequate medical care becomes a serious problem to the wage earner, his wife and family.

Union men do not send their wives or children to the free dispensaries for treatment, as a rule. They don't ask for charity and they

are beginning to complain. The man, with a family of five, earning \$200 a month, whose bill for medical services was \$545 during a six months period, is likely at first to consider the misfortunes of his family as peculiar to himself. But now he has discovered that in the next block there is a man whose wife recently died of cancer, the bill for surgeon's fees, nursing charges, hospital expenses and payments for various special services prescribed, being more than \$6,000; and he has been told that around the corner a girl has recently paid out \$1,075 for a case of ruptured appendix, in addition to a surgeon's fee of \$500 (reduced from \$1,000). When the middle class man begins to think of the various illnesses in his own family in terms of community illness, writes a woman in a recent issue of a well-known magazine, "he will arouse himself to band together with his neighbors and do something about it."

An extensive survey will be made, over a period of five years, to determine why, in spite of doctors' claims that they are not rolling in wealth, the public is found to be inadequately served and pays a high price for it. In the meantime, here is an idea unions might consider, and some large local might find it worth while to try:

"Reports have come into print of a few isolated instances in which single patients or groups of patients have employed individual practitioners, on a yearly basis, to supervise their health and treat sickness when necessary. A systematic study in this field might show that greater developments have taken place than have become generally known.

### Co-operative Medicine Seen

"A writer in the 'Boston Medical and Surgical Journal' has suggested that a community of 900 families might advantageously be provided with service on a yearly basis by the employment of three physicians at \$8,000 a year, with an expense budget of \$11,000, making a total of \$35,000. He estimated that 100 families might properly pay \$75 a year, 300 families \$50 per year, and 500 families \$25 a year. Thus the combined income from these sources would equal the total expense. There is a possibility that some time in the future a small community might be persuaded to inaugurate a system of community medical service on the general basis suggested above."

Union members would of course all pay the same fee but even if this amounted to \$35 or \$50 a year the man with a family would realize a decided saving, if doctor, dentist and surgeon's services were included. Just imagine what a benefit to the health of this group! Instead of neglecting the seemingly small ailments, in hopes they would feel better in a day or so and would not have to call the doctor, these people would rush to the doctor at the slightest sign of illness in order to get full value

### THE UNION

By MRS. ANDRUS ROOSA

*My dad belonged to the union,  
When I was very small;  
"Snothing like the union,"  
We heard all day long.*

*My beau joined the union,  
To him it's very dear;  
"Snothing like the union,"  
Two voices now we hear.*

*Hurrah for the union!  
Its brave men and all;  
I'll boost the union all I can,  
I'm the wife of a union man.*

Harrison, N. Y.

do pay their bills. The self-respecting family of moderate means is hit harder by illness than either the rich or the poor, for the rich do not need to worry over costs, and the poor are taken care of by charitable agencies. But the head of a working class home must bear a burden of fees far more than he can afford when illness invades his domain.

### Who Bears The Burden?

The Committee on the Cost of Medical Care, a research group sponsored by the American Medical Association to investigate the high cost of doctoring, has this to say:

"Those most concerned in the cost of illness are the 119,000,000 persons in the United States who sooner or later become sick or who for other reasons require the aid of a physician, nurse, dentist or other kind of medical service. There are a few rich people, it is true, who may not be especially interested; there are also a considerable number of poor people who accept high grade medical service without charge (often from the same physicians who attend the rich)—these two relatively small groups may not be worried over the present situation. But the great mass of people of moderate means, who desire to pay for what they get, be it food, clothing or medical service—this great group of substantial, self-respecting citizens, constituting 75 to 90 per cent of the population,



Photos by Herbert

*Silk crepe in a salt-and-pepper print is used for a tailored dress with a canvas marmoset. A small inset vest in beige has been used to provide a becoming contrast. (Upper left)*

*Fall fashion trends have been well expressed in a peach-colored flat crepe afternoon dress with its radiating tucks, slightly flaring skirt, and girdle that swallows the figure closely. (Lower left)*

*The rage for things nautical inspired a trim fall costume, worn by Louise Brooks, screen star. It includes a jaunty white crepe frock and navy flannel coat. (Below)*

AMERICAN  
FASHIONS  
FOR  
FALL

from their fee! Many lives might be saved, many serious diseases prevented, if nipped in the bud.

Yearly physical examinations would be customary in such a group, heart disease, cancer, tuberculosis and other grave disorders would be quickly detected and cured.

There would be more work than the doctors could handle, you think? It might work out just the other way. More coughs and colds would be taken to the doctor's office than under the present system but fewer long, serious illnesses would be allowed to develop, for it would be in the doctor's own interest to keep his patients

well. Much very valuable preventative work would be done.

That is where we should shine, anyway, we thrifty wives who hate doctor bills. But the way things are now, what happens? The husband must have medical attention when he needs it, it is financially imperative that he be kept in health. The children's little ailments, measles, mumps and so forth, get attention. But many women, when they begin to feel ill, will say nothing to the family, try to keep up with the housework and hope that the trouble will pass off. They wait until they are very sick before they call the doctor, and the

illness which might have been quickly routed in the beginning has become entrenched and is much harder to combat. One visit from the doctor and a few days of rest earlier, might have saved a heavy drain on the family purse.

Our families need us much more than the families of rich men do and we owe it to them if not to ourselves to keep a vigilant watch over our health. Health and youth may be preserved well on into middle age if we make an intelligent effort to keep them.

A woman may not only look young but actually be young at 40, says a recent report

(Continued on page 502)



## GETTING THE LOW-DOWN





# Pattern Agreement Furnished by Local Union No. 1

By ARTHUR SCHADING, Business Representative

IN some of the previous articles I made mention that some time in the near future we would enclose our regular Electrical Contractors' Agreement which might assist you in making certain deductions on the different addendas that you have been and will in the near future read about.

This issue with the Agreement embodied will not be elaborated on until some time in the near future.

1928-1929  
REGULAR ELECTRICAL CONTRACTORS'  
AGREEMENT  
St. Louis, Mo.

## AGREEMENT

THIS AGREEMENT, made and entered into this 15th day of July, 1928, by and between

of the City of St. Louis, Missouri, and Local Union No. 1, International Brotherhood of Electrical Workers of the City of St. Louis, Missouri, which said body is affiliated with the American Federation of Labor, WITNESSETH:

That Whereas, the parties of this agreement desire to promote a better understanding between themselves in the relation of employer and employee and desire to prevent strikes, lockouts, and disagreements, and desire to settle all grievances and disputes which may from time to time arise between them in a peaceful manner.

Now, Therefore, in consideration of the above desire and in further consideration of the mutual covenants and agreements herein-after set out, it is agreed by and between the parties hereto as follows:

First: That the word "Contractor" appearing herein shall refer to and mean-----; and, that the word "Local" shall refer to and mean Local Union No. 1, International Brotherhood of Electrical Workers; and, that the word "man" or "men" shall refer to and mean members of Local Union No. 1, International Brotherhood of Electrical Workers.

Second: The Contractor agrees that all men employed by him shall be members of the Local in the proper classification.

Third: The Local agrees that it will furnish to the Contractor such men as the Contractor may from time to time demand or need.

Fourth: Men shall be furnished by the Local to the Contractor under the following terms and working conditions, which the Contractor agrees to abide by:

## ARTICLE I

### Working Conditions

Section 1. A regular working day shall consist of eight (8) hours reckoned between 8 a. m. and 5 p. m.

Section 2. Men must be at their respective places ready to work at 8 o'clock a. m. and remain at work until quitting time. One hour between 12 o'clock noon and 1 p. m. shall be allowed them for lunch, except during such times of the year as the other crafts on the job quit at 4:30 p. m., when a half hour shall be taken.

Section 3. Double time shall be paid for all work done after 5 p. m. on regular work days and shall be paid for all work done on Saturdays, Sundays, New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas, or other days that may be celebrated for them.

Section 4: No work shall be done on Labor Day except in emergency cases and double time shall then be paid.

Section 5: When it is necessary to work overtime, preference shall be given to the men on the job before others shall be allowed to work.

Section 6. There shall be no restrictions of tools, machinery or anything simplifying electrical construction work or the erecting of appliances such as pipe-cutting machinery, electric and pneumatic drills, electric hoists and other tools as may be determined by the General Arbitration Board. All pipe to be cut on the job.

Section 7. All car-fare in excess of sixteen cents per day that is necessary to reach places at which men are instructed to report shall be paid by the Contractor.

Section 8. Men are to be allowed time by the Contractor to move tools from job to job

and shall be allowed thirty minutes for packing tools in the event of a lay-off.

Section 9. When men are required to report at shop, offices or supply houses, they shall report not earlier than 8 a. m. and be ready to receive orders and supplies. Failing to do this, they shall not go to work until the next hour and shall lose one hour's pay.

Section 10. The Contractor agrees to employ only such general foreman, foreman, journeyman, wireman and apprentices as are in good standing with the Local. The Contractor further agrees that he will not sublet the installation of any electrical equipment on a contract unless it is agreed that work will be done with men in good standing with the Local.

Section 11. The Contractor agrees that he will make out a weekly report known as "Shop Report," giving the names and total number of hours per week that each man worked in his shop. This report shall be sent to the office of the Local each week.

Section 12. On each job employing four or more journeymen there shall be a foreman. The foreman is to take orders from the Contractor and to be held responsible for the work done by men under him. The foreman shall also be responsible for tools and materials when the Contractor furnishes proper boxes and locks.

Section 13. It is expressly understood and agreed that the Contractor, personally, or through his representative, who may be either his Superintendent or Foreman, on the job, shall have control of the job at all times subject, however, to this agreement.

Section 14. No men shall be employed for a period of less than four continuous hours.

### Payroll and Insurance Guarantee

Section 15. Each Contractor, upon payment of twenty-five (\$25.00) dollars, which sum is to go into the fund to guarantee pay-rolls as set out in Section 16, and upon signing this agreement immediately becomes a member of the General Arbitration Board and Clearing House Committee, subject to the by-laws of same. When a grievance is registered with the President or Secretary the Grievance Committee shall meet within twenty-four hours thereafter, and the decision of same shall be final.

Section 16. The General Arbitration Board shall carry a fund of not less than thirty-five hundred (\$3,500.00) dollars, which fund shall be used to guarantee the men against default in payment of wages for a period of two weeks. In the event any Contractor shall default in the payment of the men's wages, the Local shall be advanced from this fund the amount in default and the matter shall be referred to the Grievance Committee. Any Contractor so defaulting automatically cancels this agreement.

Section 17. The Contractor shall furnish the Local a certificate from the insurance company showing that compensation insurance is carried and shall furnish the date of expiration of said insurance.

Section 18. The men must report their individual full time into the Contractor's office by 5 p. m. Thursday of each week. The Contractor must have the pay in check or currency in the men's hand by 5 p. m. Friday of the same week. The men must have a signed, itemized time card in the Contractor's office by 5 p. m. Friday of the same week.

### Transportation and Traveling Time

Section 19. All men sent out of city on a job shall be allowed transportation, traveling time, sleeper and board by the Contractor. No traveling to be done on Saturday afternoons or Sundays or any of the holidays hereinabove designated unless first ordered by the Contractor, in which case double time is then to be paid. No pay to be allowed for travel at night except on emergency, breakdown or repair calls, in which case double time is to be allowed. Time of traveling to be designated by the Contractor.

### Wages

Section 20. Wages shall be paid weekly in currency, except as hereinafter set out, and shall be paid in full up to and including the day previous to pay-day. If paid on the job or at the office, they shall be paid by 5 p. m. Men to be allowed time to reach office as above and extra car-fare.

Section 21. The rate of wages to be paid journeymen shall be \$1.50 per hour. Foreman to receive \$1.62½ per hour, and General Foreman not less than \$1.75 per hour.

Section 22. The rate of wages to be paid

apprentices shall be as follows: First year, 40c per hour; second year, 60c per hour; third year, 80c per hour; fourth year, \$1.00 per hour.

Section 23. Wiremen—operating acetylene welding machines shall receive the regular rate of one dollar and fifty cents (\$1.50) per hour.

### Work Installed

Section 24. All work done by the men is to be done in accordance with the rules and regulations of the National Electric Code, plans and specifications, and also with the rules of the City Inspection Bureau when the work is done in St. Louis, unless otherwise ordered in writing by the Contractor. Any men not carrying out the above or making mistakes, same shall be rectified by the Local. The Business Manager of the Local and the man or men that made the mistake shall be notified in proper time to rectify same.

### Apprentice

Section 25. Each Contractor employing three journeymen shall be allowed an apprentice. Additional apprentice to be employed at the rate of one to every three journeymen after the first three journeymen; no Contractor to employ more than five apprentices. Apprentice to work same hours as journeymen, but are not to work overtime unless there are three or more journeymen on the job. In case of emergency where any journeymen and apprentice are working on any job, apprentice should be allowed to work overtime not exceeding four hours.

Section 26. It is expressly agreed that any Contractor employing on an average of three journeymen for six months, of a calendar year, will be entitled to an apprentice who will not be required to quit work when the force of men is cut down below the required ratio.

Section 27. No apprentice shall work on any job without a journeyman; nor more than one apprentice on any job having less than five journeymen; nor more than two apprentices on any job. One journeyman working on any job may have an apprentice, provided the foregoing ratio is maintained in the shop.

### Shift Work

Section 28. Shift work shall apply only to foundation work, monolithic building and maintenance work. Men on this work to be employed continuously for twenty-four hours per day during the regular calendar week of seven days, totaling twenty-one shifts, weather permitting. The hours of employment for each shift shall not exceed eight hours and in case that less than a full shift is worked, the men are to receive double time for the actual hours worked. On shift work, men are to receive double time for all work performed after Friday midnight, and up to the following Monday 8 a. m., and shall be allowed half an hour for lunch on every shift, with pay. All men working on shifts must receive two hours for reporting for work. The hours of employment for such shifts shall be arranged between the Contractor and the Business Manager of the Local. Any men employed on a job or shift and transferred to another shift on the same day shall be paid at the rate of double time for the work performed on the last shift.

Section 29. No by-laws or rules conflicting with this agreement shall be passed or enforced by either party against any of its affiliated members unless by consent of the General Arbitration Board.

## ARTICLE II

### Journeymen Not to Contract for Work

Section 1. The Local will not permit any of the men to contract to do electrical work until he has cancelled his membership in the Local.

## ARTICLE III

### Expiration and Acceptance of Checks

Section 1. It is expressly agreed and understood that in consideration of the signing of this contract the Local agrees that the Contractor may pay the men in checks instead of currency. In the event any change of wages is contemplated by either the Contractor or the Local after the date of expiration of this Contract, the party desiring to change must notify the other party in writing one hundred and twenty (120) days prior to the expiration date of this contract.

This contract to be in force and effect for one year from the date herein first above written.

(Continued on page 500)



# Panama Workers Ask Support of U. S. Labor

By ELECTRICAL WORKER

Note: The writer of this important article is known to the Editor. For obvious reasons, he asks to remain anonymous.

Gatun, Canal Zone,  
August 22, 1928.

IT is the expressed desire of the electrical workers on the Panama Canal that their brother and sister members in the United States be informed as to the working and living conditions on the Panama Canal, the greatest enterprise and the one of most importance to the welfare of our home country, the United States of North America. Much statistical information has been circulated which, to the layman, would prove that the Canal employee is a very much favored son of the government. Statistics are more or less bewildering and the writer will keep as far away from them as possible. What is said here will seem somewhat rebellious in attitude toward the administration, or an attempt to make a mountain out of a mole-hill. Such is not the case.

No effort will be made in this first letter to any detailed description. Just a touching of the high spots which are at present absorbing the attention of organized labor on the Canal.

American labor is very well organized and is centralized in the Metal Trades Council of the Panama Canal, affiliated with the Metal Trades Department of the American Federation of Labor. The Council has 27 affiliated local unions representing 23 national or international organizations in the states. The individual strength is about 60 per cent, which figure takes in every employee from the governor down. The craft percentage would be very much higher. The Federal Employees Union No. 6 takes in all who are not represented by a national organization, such as nurses, policemen and others. The peculiar labor situation here necessitates the enfolding of all callings by the Metal Trades Council, thus centralizing the labor movement. The total number of United States citizen employees is about 2,900. The alien total is about 10,500. The council meets every fourth Sunday in the month at Balboa, and as many as 40 delegates are present at each meeting. The amount and character of business transacted is surprising, especially as to variety of subjects.

## Two Major Problems

The two major subjects looming above the horizon, in fact they are very high up, are the alien employee of the United States Government on the Panama Canal, and the retirement legislation, the latter now in legislative committee. By the "alien" is meant the negro subjects of England, or Great Britain, who came from the West Indies (Jamaica and Barbadoes principally). The clerks are affected most by these aliens, although several skilled trades have been supplanted by them, using Americans in the capacity of foremen in charge of the gang. The carpenters and painters are the hardest hit among the skilled trades though others are more or less affected. According to law the pay of these aliens cannot be more

than \$75 per month or 40 cents per hour. Overtime paid only after 10 hours. Compare this with the states rate of these two crafts and study the effect or bearing it has to the electrical workers and machinists, the only remaining major crafts not seriously affected, as yet.

Then the Army and Navy forces on the Panama Canal have an effect on the civilian employee, through infiltration of unskilled labor at a low entrance rate. These two organizations are no handicap or menace in your life or trade in the states, but they are here. We have no political standing as voters although we are all United States citizens, brought down here into the tropics from the United States.

## Morale Hard To Keep

We feel isolated very far away from our home-land and at times we feel very much discouraged. Our main asset is through the Metal Trades Council to the American Federation of Labor. We firmly believe that the union employees of the Panama Canal should receive special consideration from the internationals, especially so because we give them so little to worry about. Two attempts have been made to organize a

are behind us in any just and lawful grievance we may have.

We are one of the few remaining crafts on the Canal whose work is not being done by English negroes in the employ of the United States Government. Are you with us?

## Dependent America

Every one knows that the United States conducts an export and import trade of large extent, but few think it concerns them personally, and outside of our great centers there is little conscious interest in it. Men are at labor or absorbed in business or professional work; their families are occupied with domestic duties and pleasures. Were it suggested to them that in their individual lives they daily depended upon some element in our foreign trade they would smile incredulously. Few visualize the extent to which the products of other lands enter into all our activities, rural as well as urban. Our enormous home market and vast internal trade are so near and visible that even a distinguished banker has been led to speak of our export commerce as relatively immaterial. It is not surprising, therefore, that

men and women whose pressing occupations allow them no time or opportunity to study our external trade should think it does not affect them in any practical way. The more or less mythical question, "What have we to do with abroad?" would be sincerely asked by great numbers of persons who assume that a correct answer would be found in the words, "Very little." \* \* \*

The United States is doubtless a more nearly self-contained nation than any other, with the possible exception of Russia. The exception arises from the relatively low living standards on the part of the average Russian in a country predominantly peasant. America stands at the opposite economic extreme. The development of our standards is such that our social life makes more extensive and imperative demands than that of any other country, and this has led to an economic development which is itself exceptional. Our complex needs however, are far beyond the power of any one nation, even our own, to satisfy. No nation is self-contained, and our lot is a common one with the others in that it is necessary for the maintenance of our life that we should reach out into all parts of the earth for the things we require. Our insufficiencies are as notable as our resources. \* \* \*

Out of our very conditions of abounding wealth and prosperity has grown a peculiar dependence on other lands. The complex demands arising from our high standards of living force us to look to all the world to supply our wants. It is for example, the fact that every American home is provided with an automobile that makes the price of rubber at Singapore of far more general interest to our people than it is to those of the country where the control originated. There is not a man or woman in America whose daily life is not in constant touch with that of peoples on the other side.

—From "Dependent America"

By WILLIAM C. REDFIELD.



Courtesy Metropolitan Museum of Art

ENGINES IN ACTION IN CULEBRA CUT, PANAMA CANAL

"Panama Canal Employees Association," which in the opinion of the Metal Trades Council was only another name for a "company union," headed by officials of the Panama Canal, ostensibly as an association interested in retirement legislation only. Both attempts were frustrated.

The electrical workers of Locals 397 and 677, over 200 strong and about 90 per cent organized, are going to try to keep you posted as to conditions here, showing you where and how you can help us. It will be your moral assistance that we will need the most, the feeling and assurance that you



## In Memoriam: Edward J. Evans

### L. U. No. 9

It is with unfeigned sorrow that Local Union No. 9 of I. B. E. W. is called upon to record the death of its former member and co-worker, the exemplary citizen Edward J. Evans.

The years of his young manhood as an electrical worker brought him to the front in our Local Union No. 9 as one of those rare spirits who combine vision with organization, and the impress of his wisdom and character has been indelible and it assured the continued success of our union.

"Ed" Evans was above all things a union man where this means intelligent co-operation for the benefit of the working masses. Local Union No. 9 viewed his advent into broader fields of endeavor with great interest, and throughout it all there was evident that wisdom and industry for others which will make his memory our inspiration and his conduct our example.

"Ed" Evans during his short life showed himself to be a man of honor and virtue, a great man for organized labor, a citizen who stood high among his fellows, a good husband and father, and in paying our tribute to such a worthy man Local Union No. 9 points to him with pride and cites him as an example for all of us who have remained to do what we can to further promote the good which he accomplished.

Respectfully submitted,

HARRY SLATER,

Recording Secretary, Local Union No. 9.

### L. U. No. 358

It is with deepest sorrow that we, members of Local Union No. 358, I. B. E. W., pay our last tribute of respect to Brother Edward J. Evans, whom our Heavenly Father in His infinite wisdom has called from his friends and loved ones, and therefore be it

Resolved, That while we humbly bow our heads in submission to His will, we mourn the loss the Brotherhood sustains, also the bereaved family and the membership at large.

Resolved, That we extend our sympathy to his family and friends, and be it

Resolved, That a copy of these resolutions be spread on the minute book of Local Union No. 358, I. B. E. W., a copy sent to the family of our late Brother Edward J. Evans, a copy to the local union of which he was a member, and a copy to our International Office.

Resolved, That our charter be draped in mourning for the period of 30 days in tribute to his memory.

WILLIAM H. McDONOUGH,  
Press Secretary, L. U. No. 358.

Perth Amboy, N. J.

### L. U. No. 435

At a meeting of Local No. 435 on July 30, 1928, the members stood in respectful and reverent silence for one minute out of honor and respect for our late departed Brother, Vice President Evans.

Local No. 435 wish to express through this JOURNAL their sincere condolences to the relatives of the late Brother Evans and to join with the rest of our International membership in acknowledging the debt we owe to our departed Brother for the years of hard effort spent in our behalf.

We are thankful for the opportunity for personal contact afforded by a recent visit of Brother Evans to our Local and for the helping hand he gave us.

His dear ones may be comforted by the knowledge that Brother Evans will reap the

reward of a lifetime spent in the service of his fellow workers.

We leave to our International Officers the duty of seeing that those who were dependent on Brother Evans for the material things of this life do not suffer unnecessarily and we assure them that any step taken in this matter will receive the wholehearted support of the members of Local No. 435.

C. R. ROBERTS.

### L. U. No. 492

Local Union No. 492, of Montreal hastens to express its sympathy with the family of our late beloved Brother E. J. Evans, whom God in His infinite wisdom called to His immortal mansion.

The Brotherhood has sustained a severe loss and we of this local feel we have lost a very near and dear friend, inasmuch as, although he lived in Chicago, he was born not far from Montreal, right here in the province of Quebec.

H. NEVISON,

L. U. No. 492.

### L. U. No. 561

It is with deepest sorrow that we, the members of Local Union No. 561, Montreal, Que., Canada, pay our last tribute of respect to the memory of our esteemed International Vice President, Brother E. J. Evans, whom God in His infinite wisdom has seen fit to remove from our midst.

Whereas while we deeply regret the sad occasion that deprives us of such an efficient officer, a worthy and faithful servant to the cause, we humbly bow to His divine will; therefore be it

Resolved, That our charter be draped for 30 days, in due respect to his memory, also that we extend to his bereaved family our heartfelt sympathy in the hour of their sad bereavement, and a copy be sent to the official JOURNAL of the Brotherhood for publication.

C. GALLAGHER,  
Recording Secretary.

### 1870—Edward J. Evans—1928

On Monday evening, July 23, shortly after dinner, Brother Edward J. Evans stepped outside his home to walk in the garden. It was here that death's hand was suddenly laid on his shoulder.

Brother Evans' death, its suddenness, came as a shock to the thousands who knew him, who loved and admired him because of his many manly qualities, his ability and his heartfelt devotion to the trade union movement.

For thirty-four years Brother Evans had been an active worker in the trade union movement. He was born in Chicago and in 1894 was initiated as a member of the International Brotherhood of Electrical Workers' Union in that city. He immediately indicated the ability which he possessed to lead men. For years he was one of the most prominent members of the Electrical Workers' Union in Chicago, holding practically all of the offices in the local union.

From the beginning he developed a special interest in the opportunities given to apprentice boys to thoroughly master the knowledge of their craft. He became interested in their education as electrical workers and as a result, hundreds of apprentices were given much better opportunities for becoming thorough mechanics.

The value of his service in Chicago gave him a national standing. His services were desired in a larger field and fourteen years ago he was made an international organizer. As a result of the splendid record which he made as an organizer, he was elected one of the general vice presidents of the International Brotherhood of Electrical Workers ten years ago. Brother Evans represented the International Brotherhood of Electrical Workers in the organizing campaign which was undertaken in the steel industry. He was then assigned to protect the interests of the electrical workers in the railway shop crafts, giving practically all of his time to this work during recent years. His selection for this responsibility was a tribute to his ability, for Brother Evans had worked in the building trades field of the electrical workers' activities, yet the railway shopmen selected him as the representative they desired.

The war-time building of ships on the Great Lakes created a problem of organizing which required the services of thoroughly competent and experienced trade unionists. The responsibility for carrying on this work was placed in the Metal Trades Department. The Department requested the International Brotherhood of Electrical Workers to release Brother Evans so that he might act as a representative of the Metal Trades Department at the Great Lakes ship yards. Largely as a result of the constructive work done by Brother Evans, an agreement was reached with the Great Lakes ship yards covering terms of employment and conditions of labor. When this constructive work had been accomplished Brother Evans resumed his official responsibilities in his own organization.

The trade union movement has suffered a great loss in his death for Brother Evans had been a student of the trade-union movement as a whole for many years. He was thoroughly informed concerning the general problems which affect the movement. He had taken an active part in formulating the policies which the movement as a whole has endeavored to carry into practice. Practically from the beginning, he was a delegate to all conventions of the International Brotherhood of Electrical Workers. For many years he was a delegate to the conventions of the American Federation of Labor and the Metal Trades Department of the A. F. of L. In these conventions he took an active and leading part.

To those who knew him intimately his death is an irreparable loss. Brother Evans knew men as they were. He loved their society. He had the gift of making staunch friendships. He was possessed of exceptionally sound judgment. He formed his conclusions carefully and only after a study of all of the facts. He was frank and above-board in his relationship with the officers of other organizations and nature had endowed him with a sense of honor and responsibility which led his associates to place unlimited confidence in him. He was energetic as well as loyal in the service which he gave to the trade-union movement. He was a splendid example of what worthwhile manhood can accomplish, the beneficial influence that such a character has upon others.

Death removed him at a time when his services were of greatest value to the members of his own organization and the trade union movement as a whole. His loss cannot be replaced, but those who carry on the work in which Brother Evans had been so

(Continued on page 497)



# Seeing Around the Earth With Made Eyes

By PROFESSOR C. M. JANSKY, Electrical Engineer, University of Wisconsin

THE rapid and marvelous applications of electron physics follow so swiftly on each other's heels that by the time this article appears in print an improved method of beholding distant scenes will have been developed, and the one described herein will be obsolete. The fundamental principles remain nevertheless, and when these are once clearly understood any modified application of them can without difficulty be comprehended.

Television, or seeing objects beyond the normal range of the eye, is another application of the photoelectric cell, the neon lamp, vacuum tubes, and a few additional devices to the modulation of electromagnetic waves. These mysterious, hypothetical waves in the hypothetical ether carry energy from the source of light to the beholder halfway around the earth.

In hearing around the world the original or transmitted electromagnetic wave must be translated into a sound wave, or to be more exact the electromagnetic wave must operate a device which reproduces the original sound wave. Likewise if one is to see around the world, the electromagnetic waves must modify light in such a

sensation of crimson; one hundred thousand times as much. In other words, the same amount of energy may produce at least a hundred thousand times the visual effect in one color of the spectrum that it does in another. Moreover, it appears from these experiments that the eye can perceive lights whose intensities vary in the ratio of one to one-thousand million. There is, however, another physiological property of the eye which is more important

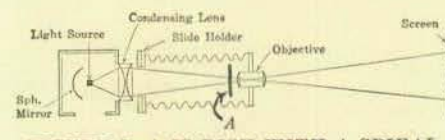


FIGURE 2—A IS DISK WITH A SPIRAL OF HOLES

ant in "seeing around the earth" than its sensitivity to different light intensities. The duration of a visual impression once produced is much greater than that of its action although the duration of the impression and the intensity of the light are related. Thus for strong lights, two successive flashes can not be distinguished as separate unless they follow each other at an interval greater than from one-thirtieth to one-fiftieth of a second; while for ordinary lights, two sensations fuse into one if they differ in time by as much as one-tenth of a second. This phenomenon is known as the persistence of vision. It is a phenomenon with which every child that has played about a wood fire is familiar. Who has not made circles of fire by whirling a stick with a coal on the end of it? If the stick is first moved slowly, a single coal is seen to move in a circle, but as the speed increases the path of the coal seems luminous until at, or above, a certain speed, 16 revolutions per second, a circle of fire appears. This phenomenon is made use of by the "movies." The film is a series of pictures of the actor or scenes in different positions and these pictures are projected on the screen in succession, the film moving by jerks. During the brief interval of time that light passes through the film to the screen, the film is stationary. During the motion of the film the light is cut off by a shutter. The

is taken advantage of in television, that is, in the transmission of visual images of distant scenes by radio.

## The Art of Oscillation

Remembering that the electric current emitted by a photo-electric cell can be made to vary by interposing between it and an incident pencil of light a moving picture, and furthermore that these fluctuating currents can then be used to modulate the carrier electromagnetic wave we have in mind the essential elements of picture transmission. But the currents emitted by the photo-electric cell can be made to fluctuate only if the dark and light portions of the picture pass across the pencil of light. This operation is described in detail in the August issue of the JOURNAL. If we substitute the eye for the photographic plate at the receiving end, a succession of darker and lighter portions of the pictures will be seen, but no image of the picture or object will be seen. The impression produced on the retina will be much the same as that produced when a picture is viewed through a small hole in a piece of cardboard which is moved back and forth over the picture. Only that portion of the picture immediately under the hole is visible, and as the hole is moved over the picture only a succession of light and dark spots is seen. Undoubtedly some reader already sees in

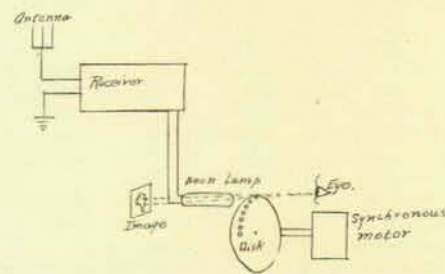


FIGURE 4

his mind's eye how to move the cardboard so as to produce a visual image of the whole picture. Move it so rapidly that it passes back and forth over every portion of the picture at least 16 times per second. If that is done the separate impressions will follow each other so rapidly as to blend and to give a complete impression of the whole picture. There are many mechanical difficulties involved in moving one hole backward and forward over a picture but the same results can be obtained by making a spiral of holes as shown in Fig. 1 and then revolving the disk in front of the picture instead of moving it backward and forward. This scanning disk is 24 inches in diameter with 48 small, 0.035 inch, holes arranged in a spiral as shown so that each will pass over a different part of the picture. These holes are from 2.5 to three inches apart so that as one leaves the picture at the lower edge the other comes in front of it at the upper edge. If such a disk be illuminated by a spot light, and if it be rotated slowly in one revolution the light passing through the holes in succession will trace a series of lines over a picture whose dimensions are no greater than the radial distance between the first and last hole. Perhaps Fig. 2 will help make these principles clear. An ordinary

(Continued on page 490)

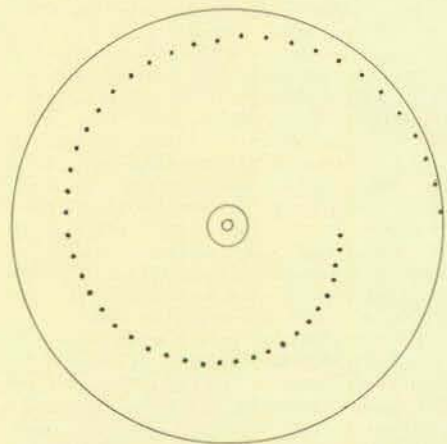


FIGURE 1—DISK WITH A SPIRAL OF HOLES

way as to reproduce the original lights and shadows of the object to be seen. The elements of this problem are not wholly physical, but several of the elements are associated with the physiology of the eye.

The eye is a very adaptable organ and can see objects illuminated by widely varying intensities of light. There are certain physical laws which make television possible. Among the most important of these laws is the fact that the time required for the production of a visual image is dependent upon the intensity of the incident light, but in any case the time is very short. If light be very faint, as much as half a second may be required; while a flash of lightning which lasts less than one-millionth of a second renders visible the whole landscape.

## Eye Misses Certain Colors

Furthermore the eye is not equally sensitive to the different parts or colors of the solar spectrum. Joseph Langley of aeroplane fame determined that the eye was sensitive to one hundred-millionth (0.00000001) of an erg in the green portion of the spectrum, while it required one-thousandth (0.001) of an erg to excite the

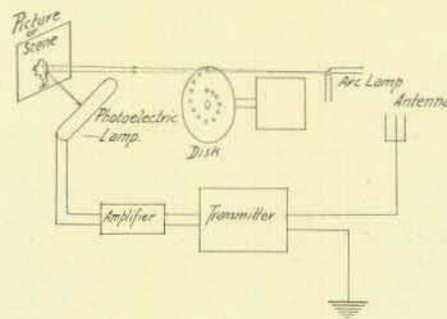
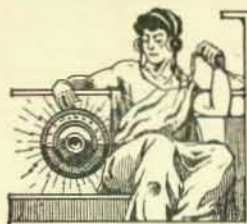


FIGURE 3

"movie" is therefore merely a series of still pictures which follow each other so rapidly that before the visual impression of one has faded another, showing a slightly different position of the actor, is impressed on the retina. The combination of these impressions gives the sensation of motion. This phenomenon of persistence of vision





# RADIO



## PUTTING THE VACUUM IN VACUUM TUBES

By AUSTIN C. LESCARBOURA,

Member I. R. E., Member A. I. E. E.

TO the uninformed, it would seem that about the easiest thing in the world would be to fill a glass bottle with nothing. However, it is a matter of just what degree of nothing, or vacuum, is required. In the case of the usual vacuum tube, the high vacuum required presents one of the greatest problems in everyday commercial production. And thereby hangs the following tale:

Scientists have a yardstick for measuring the degree of vacuum, in the micron. This thing called the micron is just  $1/1,000,000$ th or to spell it out, one-millionth of the atmospheric pressure of 15 pounds per square inch. Thus the perfect vacuum is represented by 0 or zero microns, and, while it may be very closely approximated in the laboratory so that we seem to have attained absolutely *nothing*, the absolute vacuum is presumably a theoretical goal never quite attained.

The usual electric lamp is pumped out to a vacuum of about 100 microns, with the help of a chemical broom or "getter," usually phosphorus, which sweeps out water vapor and some of the remaining gas in the tube that cannot be entirely pumped out in the short space of time allotted. However, the vacuum of the usual electric lamp is quite low compared with that of the vacuum tube. In the former, we aim only at removing sufficient air so that the filament will not be subjected to oxidation and early exhaustion, while in the latter we must remove every possible particle of gas so as to have a clear path for our electrons, which would otherwise have to shove their way through from filament to plate, without much hope of success.

### Pores in Metal

In the usual vacuum tube production job, the first task is to prepare the metal parts so that they may have a minimum of residual active gas in their pores. It may sound peculiar to think of pores in metal, yet the molybdenum and nickel parts have the same structure as a sponge, when dealing with the delicacy of a vacuum tube. These metal sponges are soaked with gas and water vapor, which must be removed. This is done by baking the parts prior to assembly in a hydrogen furnace. The parts are baked at glowing heat, and hydrogen, which is an inert or harmless gas, soaks into the pores and effectively blocks out the undesired gases. Degassed parts (hydrogen doesn't count) will remain such for a day or two, and can be handled by the girl assemblers.

The parts are assembled in making up the stems, or the "innards" of the tubes. The glass bulb is slipped over a complete stem, on a merry-go-round which takes care of the pumping, bombardment and sealing operations. A girl loads the stems and glass bulbs, while another removes the exhausted and sealed tubes. The stem and bulb first

travels through a long tunnel, where the bulb is thoroughly heated to drive off the water vapor and accumulated gas. Later in the merry-go-round trip, the pumps get to work on the tube, through an exhaust tube at the bottom, just as the stem and bulb have been joined to form an air-tight seal. Still later, a high-frequency coil or bombardier is dropped over the tube, causing the metal parts to be heated to a bright red glow, driving off whatever gas may still be retained. The pumps are still on the job. Then the getter, which is usually magnesium, is fired by the heat of the high-frequency induction field, cleaning up the remaining gas, immediately followed by sealing off the exhaust tube at the bottom of the stem, making the tube air-tight.

The usual pumping operation reduces the contents of the tube to a vacuum of about 100 microns, during 72 seconds, in the customary production. Of late, however, some vacuum tube manufacturers are pumping for 144 seconds, attaining a vacuum of 40 microns. In the former case the chemical getter further reduces the internal pressure to 3 or 4 microns, while in the latter case the vacuum obtained is less than 1, or one-millionth the pressure of normal air.

### Soft Tubes Useless

Properly made, with the parts thoroughly degassed, and with all wires properly sealed, a vacuum tube should retain its high vacuum. However, without proper care a tube may become gassy or "soft," in which event its life is materially reduced, while the tube becomes quite noisy. It may also glow with a blue or purplish glow, indicating ionization of the gas content. Such a tube is only good as a detector, since it no longer amplifies once it becomes "soft." Usually a "soft" tube will not take more than 30 volts. Sometimes a "soft" tube turned out by a manufacturer can be made "hard" by burning it for a time.

The layman sometimes asks why some tubes have clear glass and others have silvered glass. Obviously, this is just the difference between using a getter and not using a getter. However, sometimes the getter is fired down near the bottom of the tube, so that it is deposited around the bottom of the bulb, leaving the upper part clear. In absolutely clear tubes of really good quality, the getter is dispensed with. Instead, the pumping operation is materially better, due to individual pumps for each tube, together with long pumping. Some of our best tubes are pumped for hours instead of minutes as in usual production.

The filament is second only to the vacuum in the matter of satisfactory tube performance and long life. The oxide-coated filament particularly must be carefully prepared. There is a tendency in cheap tubes to have poor oxide coating, which peels or scales off the supporting ribbon or wire, resulting in bald spots which increase the plate impedance and decrease the amplification. However, it should be noted that the best filament made will last only a short while if the vacuum is not satisfactory.

The fact that tubes may continue to light long after they have become defective, is not generally recognized. Thus the electrician may take the satisfactory condition of lighted tubes for granted, while seeking high and low for the cause of reduced volume and hampered quality, particularly excessive "static." Often it will be found that the reduction of plate voltage will clear up noisy conditions and increase the volume somewhat, although not succeeding in bringing it back to par, when tubes have gone gassy. Soft tubes can sometimes be employed in the r. f. sockets, because less plate voltage is required, as well as in the detector socket, but cannot be used for audio amplification wherein high plate voltage is a prerequisite.

Rectifier tubes are particularly deceptive, especially the old thoriated tungsten filament tubes, which may light up reassuringly, while delivering no rectified current. Often the trouble-shooter will look high and low for the source of trouble, not realizing that the filament emission may be so low that the tube delivers nothing. Such tubes may sometimes be used for several hundred and even thousand hours by increasing the filament voltage to about double the usual operating voltage, in which event the tubes are operating as straight tungsten filaments.

And so our radio engineers and manufacturers are giving us the nearest approach to absolutely *nothing* they possible can obtain, in providing vacuum tubes for our radio entertainment.

## Nicotine Lured Out of Tobacco By Water Vapor

An ingenious method of removing the nicotine from tobacco by wetting the leaves with water and hanging them up to dry has been introduced in Germany under the name of the Sartig process. Nicotine, which is blamed by some experts for the injurious effects which tobacco sometimes has on health, is an alkaloid not unlike the better-known drugs of this class, such as quinine and morphine. Nicotine is peculiar, however, in that it will distill with water vapor, much as alcohol distills with steam. When the tobacco leaves are wetted with water and then allowed to dry the water escapes as water vapor. In doing so it takes a little of the nicotine along. In the commercial process for removing nicotine from tobacco this wetting and drying is repeated many times, care being taken never to wet the leaves with enough water to make them drip. The repeated evaporation of the water from the leaves gradually removes all of the nicotine but does not affect the oils and other flavoring matters of the leaf, which are removed with the nicotine by the usual methods of dissolving out this alkaloid with water or alcohol or other solvents. It is claimed that a tobacco unaltered in flavor or in smoking qualities but almost entirely freed of the supposedly dangerous nicotine can be produced in this way.



# EVERYDAY SCIENCE

## Electric Lights Make Hens Lay More Eggs

Electric lights have been used for years by poultry men to increase the working hours of a hen, with the consequent increase in the number of eggs laid per year. This does not mean that the hen houses are lighted throughout the night to make the hen work all the time, but that they are kept lighted in the evening during the winter-time to make the length of day correspond with the summer-time.

In the demonstration of the use of electricity on the farm, under the supervision of the State University of Minnesota, careful check was kept on three flocks during the months of shortest daylight—November, December and January. The first flock of 150 hens has no lights in the houses, while the second flock of 130 and the third of 140 did have lights. During the three-month period, the first flock laid 807 eggs, having a value of \$33.30; the second flock laid 3,168 eggs, having a value of \$105; and the third flock 4,530 eggs valued at \$175.87. The cost of electricity used in each case was said to be less than one dollar.

## Electrically Refrigerated Auto Trucks

The more constant temperature made possible through the use of electric refrigeration is as highly valuable in transporting perishable commodities as it is in preserving foods in the home. Dining cars were among the first to install automatic units and experiments are being carried out for freight and express cars. Now comes a new type of truck and trailer, first used in California's Sacramento Valley, which employs an electric cooler.

The vans of the big vehicles are provided with a refrigerating plant that makes possible transportation of perishable commodities through the heat of the valley. Heretofore, only railroad express or freight service refrigerator cars could be used.

The enterprise is engaged in a contract carrying business that has become so great that increase in facilities is demanded and will be met shortly. Butter, eggs, beef and veal constitute the principal business of the new line.

## Another Long Distance Telephone Line Completed

The United States has three through transcontinental telephone lines extending from the Atlantic to the Pacific with laterals north and south, so that practically all of the important cities can be connected through to any point desired. Last year, two new lines were completed—one, a cable line extending from New York to Chicago, costing some \$25,000,000; and another, the northern line connecting with this and extending from Chicago to Seattle.

The Telephone Company has just announced the opening of a new direct telephone circuit 1,684 miles in length connecting New York with Dallas, Texas. Under this arrangement, Dallas will become the long distance center for telephoning from all points in Texas to the East. This line uses the new cable line from New York to Chicago thence south through St. Louis.

With the completion of this line, direct telephone communication between points in Texas and Europe will be assured.

## Getting More Energy Out Of Coal

Seven years ago the average amount of coal burned to generate a kilowatt hour of electricity in the United States was slightly more than 3 pounds. Today the average is about 1.9 pounds, with some stations generating electricity for less than 1 pound of coal per kilowatt hour.

A few years ago the Hartford Electric Light Company installed what is believed to be the first generating unit using mercury in place of water in the boilers. This unit had a specially designed mercury boiler. The mercury was evaporated at a very high temperature and the gas used in a specially designed turbine directly connected to an electric generator. After passing through this turbine, the partly expanded and cooled gas was put through a condenser which cooled the mercury to a fluid condition, to be later returned to the boiler. This condenser was in reality a steam boiler, as the intense heat of the mercury converted the water in the condenser into steam at high pressure and this steam was then used to operate an ordinary steam turbine also directly connected to an electric generator, thus utilizing to a fuller extent than before the heat units contained in the coal burned in the mercury boiler.

Several years of use having demonstrated the economy of this type of generating machinery, the company has recently contracted for a 20,000 KVA set of this type with which, it is expected, they will be able to generate a kilowatt hour of electricity for 76/100th of a pound of coal—a very substantial saving over the most efficient steam plant in operation up to this time. Mr. W. L. R. Emmett, the designer of this machinery, has stated that under the best conditions of plant design, loading and plant efficiency, it may be possible to generate a kilowatt hour of electricity through this type of machinery with 55/100th of a pound of coal, or less than 30 per cent of the present average amount of coal used in all generating stations in the United States.

## Brains and Progress

A young engineer met by chance, one day in Italy, an erratic Frenchman and a sporty young Englishman, who were displaying a crude device for distributing alternating currents of electricity. Being an employee of George Westinghouse, the manufacturer and inventor, the young engineer was much impressed. He cabled Westinghouse a description of the device and back came the reply by cable: "Purchase the American rights." This the engineer did and within a few months the alternating current system which has been responsible for the great electrical development of the present century, has been made a practical possibility by Westinghouse.

When Westinghouse began to experiment with alternating current, he was laughed at. People said it was dangerous and deadly and laws were urged against it. Many authorities of the time wrote that its use was unjustifiable.

Yet Westinghouse persisted. He realized that direct current alone would not make it possible to transport high voltages over long distances, and that the power development of the country was thus handicapped.

With alternating current, however, the power of Niagara would be converted in electric current at the falls, and then sent across the country for many miles to turn wheels and lighten labor.

Today 95 per cent of the electrical energy used for power and lighting in the United States is alternating current. It is carried to consumers over 100,000 miles of high-tension lines. And to George Westinghouse, more than perhaps to any other, the credit for this great development is due.

The important thing to note is that Westinghouse was willing to invest his time and his money in an idea. He added his brains and his initiative to something which already existed. That is progress. If each of us will but add brains and initiative to the daily routine which confronts us, then we too will progress.

## A Tenth of a Thousandth of a Millionth of an Ampere

A precision instrument called a thermionic microammeter has been developed which is capable of measuring an electric current of a tenth of a thousandth of a millionth of an ampere with subdivisions of one five-hundredths of that amount. It is believed to be the most sensitive instrument for this purpose that has ever been built, and it will be used in making tests on incandescent lamps, currents in insulators, radio tubes, etc.

An idea of the extremely small amount of electric current which this machine will measure may be gained from the statement that an ordinary 40 watt electric lamp, consuming less than one-half cent's worth of electricity an hour, uses 200 billion times as much current as the amount represented by one subdivision on the scale of this instrument.

## United States Spends \$240,000,000 Annually on Lighting Fixtures

According to reports prepared by the U. S. Government, the total value of lighting fixtures sold in the United States during 1926 was \$240,000,000—an increase of \$35,000,000, or 16.8 per cent, over 1924.

Theatre and stage lighting fixtures showed an increase of 13 per cent whereas the lighting of banks, public buildings and office buildings increased 115 per cent. The greatest increase of all, however, was in hospital lighting, particularly in operating rooms. Fixtures for these purposes increased 1657 per cent in two years. Factory and industrial fixtures showed an increase of 73 per cent, and transportation lightings 72 per cent. Street lighting showed an increase of only 31 per cent. Motor vehicle lighting showed an increase of 10 per cent and electric headlights for locomotives and industrial vehicles other than automobiles increased 300 per cent.

## Biggest Electric Generator for New York 210,000 Horsepower in One Machine

A new "largest in the world" claim is now made. The New York Edison Company has purchased the biggest single turbine generator ever manufactured. This machine's rated capacity to produce electricity is 210,000 horsepower. A few years ago the most powerful producer of electricity could manage by its best effort to put 5,000 horsepower on the line to light the lamps and run the motors of its city.



# CONSTRUCTIVE HINTS

## Motor Insulation

To locate poor insulation or "grounds" in motor windings, connect one terminal of a circuit containing one or more incandescent lamps in series to a good ground and the other to different parts of the motor circuits to be tested while these circuits are subject to full voltage. If the lamps light a ground exists, and the point at which the least light or no light is obtained is nearest the ground. The combined voltages of the lamps in the testing circuit should be equivalent to the voltage of the motor, i. e., for a 220-volt motor use two 110-volt lamps in series, etc.

If the defective insulation is accessible it can be repaired with mica, adhesive tape, or treated cloth, according to the nature of the defect, and a thorough coating of shellac or insulating varnish should then be applied. A defect of a serious nature may demand a renewal of a portion of the windings.

## Welding—Preparation of Weld

Metal that is clean is much more likely to make a good, strong weld. Scale, rust, grease, soot, and foreign matter will contaminate the weld and such inclusions necessarily weaken it or else make it hard. Impurities may also make the metal porous and spongy due to liberation of gas. Pieces of foreign matter may prevent the molten metal filling all parts of the weld and cause cavities.

Various methods for cleaning are in use—pickling for small parts, washing with gasoline or lye, boiling with lye, sand blasting, chiseling, scratch brushing, etc., the method depending on the local conditions.

Preparatory to welding locomotive tubes to the sheets, it is sometimes advantageous to send the locomotive out on a run to burn off the grease and then clean off the oxide and soot by sand blast. Another method is to heat the boiler to normal by steam pressure and then clean by sand blasting or scratch brushing. Washing with lye will also remove grease.

In welding heavy sections where it is necessary to deposit several layers of metal, the surface of the preceding layer should always be cleaned before starting the next.

When sections of  $\frac{1}{4}$  inch or less in thickness are to be joined, the edges need not be beveled but they should be separated a small amount. Thicker sections should have the edges beveled to give a total angle of 60 degrees as well as separated by  $\frac{1}{4}$  inch. In some special cases, angles as low as 30 degrees may be necessary and as high as 90 degrees may be used, but an average safe value is 60 degrees. Still heavier sections may be beveled from both sides and the weld made from both sides. In the latter case a layer should be put on one side and then a layer be put on the other to prevent warping.

For long seams the edges should be  $\frac{1}{4}$  inch apart at the end where the weld is started, and at the far end the space should be  $\frac{1}{4}$  inch plus.

## Vacuum Tube Life

One of the most important features of a vacuum tube is its operating life. The length of this operating life shows a wide variation with respect to operating conditions and to some extent with respect to individual tubes of the same type.

For any given type of tube, life test conditions are decided upon from the best approximation to average operating conditions, and a considerable number of tubes are thus tested and an average and maximum value for length of life determined.

Such average figures, however, are obviously not representative of the operating conditions of every individual user. These conditions vary widely and it is, therefore, impossible for the tube manufacturer to guarantee a certain operating life to each user.

In the case of large power tubes, for a considerable time after manufacture of the tube has been under way, life test data are not obtainable. Life data furnished the user in such cases is then estimated and supplemented by data calculated from tubes having features most similar to the tube in question.

Tube failures fall into two general classes:

1. Normal or accelerated filament failures.
2. Failures from causes other than filament failures, which are traceable to incorrect use or defects in design or manufacture.

Radiotrons, that is, all tubes used for radio should, if believed defective, be returned to the Radio Corporation or its agent through whom they were purchased.

If a defective tube is to be returned for inspection, it must be as carefully packed as when originally shipped, for broken tubes cannot be properly inspected or tested.

The obligation of the General Electric Company to give an adjustment on vacuum tubes which have been returned after giving only a very short life, but which were initially satisfactory, can in general only be applied to tubes used commercially. These tubes must have been used in more or less routine radio station operation, and for which log sheets are maintained, so as to indicate with considerable accuracy not only the actual life obtained, but the conditions of operation.

No adjustments for short tube life will be considered in cases where the tubes are used for experimental purposes or where the conditions of operation are such that there is no assurance that proper attention has been paid to their filament voltage and load. The blank form should also be filled in, in order to have them considered for credit.

Where power tubes are used in sets of other than General Electric manufacture it is also not possible to make replacements on the same basis as when the complete equipment and tubes were furnished by the manufacturer. This is logical because all the factors are under one control and can be properly coordinated when the set and tubes are designed, manufactured and tested as a whole.

As stated, the General Electric Company does not guarantee the life of vacuum tubes, but furnishes an estimate or "life expectation" based on actual tests under conditions of close voltage and load regulation. This figure of "life expectation" is an average. Even on such highly developed devices as incandescent lamps, the average life may be a very constant factor, but in a given number of lamps, a certain few will have a very short life, and about an equal number an abnormally long one. Some data

obtained by the Electrical Testing Laboratories from a very large number of lamps of the most common type gave the following figures to show the proportion of lamps that fail during the early part of their average life:

| Per Cent<br>of Average Life | Per Cent<br>of Failures |
|-----------------------------|-------------------------|
| 10                          | 2                       |
| 20                          | 4                       |
| 30                          | 6                       |
| 50                          | 12                      |

It is recommended that when the user receives power tubes they should be immediately tested for a few short intervals in the equipment in which they are to be operated before being set aside as spare tubes. In this way, any possible defects traceable to design, manufacture or transportation will be indicated at an early date.

## D. C. MOTORS

### Troubles

#### Mechanical

If trouble is experienced in the operation of a motor tighten all nuts and bolts, and make sure that the armature is free to revolve, that is to say, that the bearings are in good condition and that there is no mechanical obstruction to prevent rotation.

#### Hot Bearings

Overheating of bearings may be due to worn-out or dirty oil, not enough oil, sticking of oil rings, rough shaft, or excessive end thrust. First see that the end-play is free. See that the oil rings are turning and carrying plenty of oil to the shaft, then try putting in fresh oil. If the bearing still continues to run hot, take it out and inspect the bearing and shaft surfaces which carry the weight as well as those which take the end thrust. Roughness may be due to grit in the oil. Remember that a bearing may be hot enough to burn the hand and still be at a safe operating temperature.

#### Motor Knocks

- A. Defective spark plugs or loose electrical connections.
- B. Broken or burned out bearings due to lack of oil.

#### Explosion in Muffler

- A. Cylinder misfiring.
- B. Exhaust valve not seating properly.
- C. Gasoline mixture too lean.

#### Engine Stops Suddenly

- A. Broken electrical circuit.
- B. Out of gasoline.

#### Misfiring

- A. If misfiring occurs in all cylinders, the carburetor adjustment is faulty.
- B. Ignition system defective, due probably to dirty spark plugs.
- C. Ignition wiring short-circuited at some point, or connections loose.





# CORRESPONDENCE



## NEW YORK STATE ASSOCIATION OF ELECTRICAL WORKERS

Editor:

In the July issue of our JOURNAL I made mention of the fact that Hoover was nominated by the Republicans for president, and also the fact that he was never known to be a friend of the workers, also that in the event of Smith being nominated by the Democrats, I would write about his past deeds in regard to the workers.

Well, let's see what Smith has done or helped to do during his political life in this state for our people. Here goes: Enacted the general labor and factory laws of New York State to be administered by the State Department of Labor in which organized labor has a fair representation.

Restriction of the hours of labor for women and minors employed in industry. First the 54-hour week and in 1927 the 48-hour week.

Restriction of the hours of labor for all state, county and city employees and those employed on state, county and city public work.

A workmen's compensation law including a state insurance fund under which the financial burden of injury to employees through accident or occupational disease arising out of and in the course of employment is assumed by industry.

A law requiring one day of rest in seven for all occupations.

A widow's pension law, enabling a widowed mother to care for her children in her own home instead of placing them in public or charitable institutions.

Compulsory education for all minors up to the age of 18 years.

Child labor laws which prohibit the employment of minors under 14 years of age and which require for employed minors between the ages of 14 and 16, working permits from the department of education.

Establishment of bureaus for study of systematic administration of the labor laws such as "Bureau of Women in Industry," "Bureau of Industrial Hygiene," "Bureau of After Care," for the rehabilitation of injured workmen, etc. These and many other bureaus.

Extension and improvement of public school facilities, increased state financial aid to municipalities and local school districts, and increased salaries for the teaching faculty throughout the state. In order to accomplish this he had the annual appropriation increased from \$11,554,597 to \$86,197,597.

I believe this is enough said for Smith. If I were to write about all he has done for the working people of this state I believe it would fill a couple of pages of our JOURNAL.

Well, Brothers, conditions in our line throughout this state are very poor, every city in the state having a long list of unemployed members. Just what causes this condition the writer cannot state, but it is my belief that automatic machinery is the cause, it displacing manpower and bringing about overproduction, which causes unemployment. It begins to look as if these periods of unemployment will become more frequent and of longer duration unless in the next few years we have the five-day week and then the six-hour day, which will tend to offset machine

### READ

Philadelphia prospects, by L. U. No. 98.

New York speaks, by the State Electrical Association.

Ma Bell on the Pacific Coast, by L. U. No. 151.

Florida's disillusionment, by L. U. No. 349 and L. U. No. 916.

Linemen's share, by L. U. No. 39.

Labor Day in Oklahoma, by L. U. No. 1002.

The drift in Winnipeg, by L. U. No. 1037.

The Talkies and the Union, by L. U. No. 40.

A championship baseball team, by L. U. No. 106.

Seattle knows its unions, by L. U. No. 46.

Pawtucket interestingly reports progress, by L. U. No. 192.

Summer wanes at Atlantic City, by L. U. No. 211.

Dukeshire believes unions can adopt modern sales methods, by L. U. No. 245.

Santa Barbara plays, by L. U. No. 413.

Toronto goes to bat, by L. U. No. 353.

And a big sheaf of other timely and stirring epistles.

production to a certain extent and give employment to more people. I notice in our July issue that Jamestown, a small town in this state, has signed up for a five-day week, which I believe makes it the first place in the state to secure such a condition, not excepting all the first-class cities such as New York, Buffalo, Rochester, Syracuse and Albany. Fine work, Jamestown! (The writer lives in Rochester.)

HENRY D. O'CONNELL.

(Editor's Note: Newburgh now has a five-day week.)

## PENNSYLVANIA STATE ELECTRICAL WORKERS ASSOCIATION

Editor:

I am visiting my home town of Wilkes-Barre for two weeks, and I just received from Brother Brice MacMillan the August WORKER, and the first thing I saw on opening the WORKER was, the picture of Brother Edward J. Evans and notice of his death July 23, and I bow my head in memory to one who has been not only a friend to electrical workers of his home state but a faithful friend to every electrical worker in the Brotherhood, and one that it will be hard to replace in the hearts of those who knew and had business or fraternal dealings with Brother Evans.

As I want to be in time with this letter for the September WORKER, and not being able to cover the whole WORKER, so as to comment on the articles from the local unions, and with the thought exercised in my August letter, I believe it policy to

see if my thought of starting something towards assisting a channel of thought that will materialize as a benefit to the membership, should be given a trial.

I just want to say a word regarding the article "Stop, Look, Think"—A Plea for Trade Analysis, by Maurice Moriarity, Boston. The value of trade analysis to electrical workers on the job, on page 434 of the August WORKER. I want to commend the Brother on his splendid analysis of the subject. Now, I would ask him to use his thought on an analysis of why local unions should be members of state associations, and women's trades union auxiliaries.

I have found since I have been back in the coal fields that conditions for the building trades mechanic are primarily affected from the effect of the movement of coal. When the coal business is in the slump, as it is at present, the building trades are affected the same as other forms of business, and that is a condition that the building industry has no control over, therefore we electrical workers make an appeal to all electrical workers to burn anthracite coal, not only to follow out the principle of unionism of our constitution, to help a needy Brother he so appealing to me, and I find him worthy, but to assist the feeding of the wives and children of the miners, and every craft of the building trades, and miscellaneous trades, affiliated with the American Federation of Labor, throughout Pennsylvania.

On the future of the association, I am not able at this time to record information, as the convention does not come off until November, and I haven't received any information from the officers for publication, but hope to see every local union in the state represented at the Erie convention.

W. F. BARBER,

Honorary Secretary, P. S. E. W. A.

## L. U. NO. 39, CLEVELAND, OHIO

Editor:

Do not know why the Brothers of Local No. 39 felt that I would make a good press secretary and why they substituted me for Brother John F. Masterson, I felt that John was born to assume such duties as this office requires. If the members who were responsible for my election expect me to continue in such an artistic manner the application of language in words as they have been so ably applied by Brother Masterson, I might as well state that they are due for a disappointment. Personally, I am in hopes that Brother Masterson continues to write to the JOURNAL, as I feel that there will be a lot of disappointment to some of the readers in not finding the food for thought that Brother Masterson's articles contained.

First. Thanks for the use of the hall. There is no use reading what I have to say as I am not artist enough to illustrate and draw funny pictures of what I have to say or sensational enough to get attention through headline form. As I heard it remarked that about 70 per cent of the reading public gain whatever knowledge of current events they happen to know about by reading the headlines and the comic section of the daily papers.



Second. Due to the interest taken by the members at a local election there is no particular honor in being elected to this job, as I am fully aware, that if the proper interest was taken, I would not have the occasion to make this confession at this time. Probably I was elected for the possible good that I may be able to do for the aggravation—pardon me—organization, so will start:

The election of officers happened, you know, And Brother Hi Rector is now directing the show.

With Brother John Smith in the capacity of vice,

There's every indication that things'll go right.

Charley Boshier was elected trustee in the fight.

The new executive board has a great task Similar to our city manager's job—establishing rates for gas.

The treasury didn't change hands, And as you know Brother L. D. Moore is the man.

The uncontested race for financial secretary Was won by me, for I didn't worry.

All I know is what I read in the JOURNAL and what the traveling Brothers tell me, and between these it gives me plenty of food for thought. (By the way, proof reader, if you have much trouble deciphering my hunt and push please advise me.)

Brother Woodall's letter interested me most in the July JOURNAL, and L. U. No. 1002 sure has a live wire. Well, Brothers, I have heard this cry for the last 10 years with no apparent possibility of changing the above referred to condition that Brother Woodall so ably writes about.

In the first place, the linemen have only practically one party to look forth to in their negotiations for wages and this party in question is the biggest power concern in the country. A concern that doesn't have confidence enough in the employees as citizens of their respective localities to recognize their ability to tell them the wages necessary to take an active part in their city. Although these same concerns appeal to the public and get any increase in rates that they demand and, if things continue according to the Federal Trade Commission's report of the power trusts they will not have to appeal to the public for increased rates because they will control these utilities and it will have no competition at all. Wouldn't things progress wonderfully without competition? I should say not, as legitimate competition is what makes life worth while, so be careful, boys, and don't do away with the A. P. entirely.

Second, the whole electrical Brotherhood is indebted to the linemen, as they are the pioneers of this Brotherhood. Suppose they had taken advantage of conditions in the early days when the linemen ran in a far greater majority than the insidemen do at this day and age. But, Brothers, this question is too important to become a factional question. So let's look at it with the foresight of solving it intelligently with the object of justice to all that are entitled to same. In this case the proper procedure is to eliminate the cause, not change one cause for another. We are out to progress, but not at anyone's expense.

I am fully convinced that the present conditions are not the results of any prearranged methods that the Brotherhood can hold any one responsible for. I attribute any irregularity that may exist to our haste to have an established rule of order. This question should not cause any alarm and a feeling should exist among us that it will be taken care of in the right way at the right time.

Third, the linemen as a rule seldom get

consideration in wage matters with the building trades. I am not in favor of splitting the organization and will do everything in my power to prevent same. But what I would suggest is that the Brotherhood should set up a board of control at the next convention to be composed of three insidemen and three linemen to act as a board of arbitration in matters that some of the Brothers feel that the constitution contradicts itself. In case of a deadlock the International President should decide, as usual, without partiality. By a majority vote of this board of control the majority may decide who shall be the arbitrator. Just a suggestion, boys, take it for what it is worth.

If you are considering visiting Cleveland you are welcome, as we have quite a number of idle Brothers due to unemployment that you might be able to help out.

In closing, the linemen with their stiff upper-lip, their No. 3 hat and their No. 48 jumper are the ones that we are all obligated to. A good many of them are getting old and above the age limit of 45, which was selected and those that can get by on their age have to face a medical examination. Boys, think these things over; you are not getting younger. This is the writer's impression of a lineman and the way the big concerns turn him down.

Someone called for question. Let's hear more, however, "you can lead a horse to water but you cannot make him drink."

ENYAW.

#### L. U. NO. 40, HOLLYWOOD, CALIF.

Editor:

"It can't be done," is the usually unsupported statement of the uninformed mind, and worse still the opinion of most men who will not try to inform themselves. The man who would be up-to-date and progressive, who can ignore such unconstructive statements, when no proofs or arguments are submitted, and who can, with due regard to proper limitations, train his mind to be receptive of new ways and means to accomplish old problems, to withhold his inexperienced and unsupported judgment, and keeps himself in an attitude of mind which considers "all things within reason" possible will soon find himself accomplishing and being more in any body of men he may be associated with, than the man who habitually and without consideration, makes the dogmatic assertion "it can't be done."

The reason for the above bit of would-be philosophy was a letter in the correspondence section of the May JOURNAL, from L. U. No. 96, Worcester, Mass., criticising L. U. No. 40's plan of labor producing and releasing pictures, using the labor temples and all meeting places of labor also any other hall or meeting place of any society friendly to labor as a means of distribution.

This plan was published in the February WORKER.

As the writer of that article I asked the Brotherhood for its criticism but I asked for constructive criticism.

Brother Smith merely stated that it would not work, but submitted no reasons or arguments. I would like to hear from Brother Smith explaining why this plan will not work.

Brother Smith offered one good suggestion when he advocated that union men secure places on the censorship boards of their respective communities. This is a step forward and one that labor should profit by.

But it will never accomplish much because the picture producers are too wise to refer to anything that would be offensive to union labor, as being done by union labor. They merely refer to these objectional scenes as being done by laboring men or labor leaders. As a class how can we complain against this?

We are in the same class that the Jews, Irish, or any of the other people are, who have complained about being misrepresented on the screen.

What would Brother Smith's colleagues on the censorship board say if he did complain? They would say "Oh, that doesn't mean union labor." But the effect on the public is just the same as though they did say or mean it, and that is all Mr. Smith could say or do.

Can anybody conceive of a greater or a better means for the union men to secure the proper publicity and education of its members than by means of the moving pictures? Any plan that is constructive will be a success if union labor will learn the real meaning and significance of the words education, publicity and co-operation.

Education doesn't mean merely instruction and training in an institution of learning, but also the daily, systematic development of all our powers and faculties, whether we are conscious of it or not.

Our education shouldn't stop when we leave school, but should continue through life. This would be where the sound pictures would naturally function under the guise of amusement. Pictures could and would educate those people, by entertainment, who can not or will not educate themselves by individual effort.

What an opportunity labor is allowing to slip by. Why not enter and become a part of this up-to-date, progressive method of instruction and mould the opinions and beliefs of the public in regard to unionism, which would be correct and favorable to labor by this new means of publicity.

But in order to accomplish this we must have the co-operation of our entire Brotherhood and then the labor world.

Co-operation can only be secured by joint action, of acting and working toward a common end for a benefit or a profit sharing plan.

Operating together we could obtain this profit and at the same time educate by publicity those who are now antagonistic to our cause.

Although No. 40 has not received much encouragement of its movie plan lately, we have not abandoned the idea. We realize we also must educate our sister locals by publicity. The plan may be presented again in a new form.

It is the duty of each local member to keep its international officers informed as to what is transpiring in their territory, both in the line of work and jurisdiction.

If the locals don't do this, how do you expect your I. O. officers to find out your troubles?

There is a new class of electrical work now coming into use in the studio and the theatres and that is the talking pictures, or the synchronism of sound, with the action of the picture.

The operation, maintenance and installation of this work is nothing more than a combination of telephone work with a small amount of radio.

It is electric in all its phases, and the work rightfully belongs to the electrical worker, but we will never get it unless we go after and demand it.

There are other organizations that are after this work, especially in the theatres.

The manufacturers are surrounding this apparatus with a lot of mystery and hokum, in their endeavor to enhance the value of their so called patents, and confuse the public so as to increase the monetary value to the studios and themselves. But they are fooling nobody but themselves as the present patents are almost valueless, and we will soon see dozens of different systems. Brother Minges of No. 40 has his name on



patents covering this idea, taken out over twenty years ago, on which very little improvement has been made by recent patents.

Every local should obtain this work, and protect its own jurisdiction, as these machines are being installed in every large city in the country. They are being installed in all of the Orpheum Theatres right now. By obtaining this work it would mean steady employment for about 4,000 of our members.

Give the I. O. your active support and you will get this work.

Our members haven't got all of this work that could be obtained in Los Angeles, if they really went after it.

The broadcasting of pictures with sound is just a matter of time and will shortly be a reality.

Would like to thank Brother Goodwin (Goody) of Boston local for his cartoon a few months ago in support of our plan for making pictures.

Would like to inform Brother Goody, (that his cartoon posted on one side of our bulletin board, and my article explaining the plan on the other side) that his picture made more converts and created more interest than a dozen articles on the same subject would have.

This only proves how easily our picture plan could and would be supported.

I wish to thank Brother Goodwin for his interest and sympathy, shown by his wonderful portrayal of the different phases of picture making in this cartoon.

Work in the studios has been terrible since the first of the year, due to the unsettled condition created by the talking pictures, foreign markets, foreign quota law, lack of money, and the general hard times, along with many other things peculiar to the picture studios. We have great expectation that once they do start, that the remainder of the season will be good.

Remember Brothers, in regard to the sound pictures, and the work connected with them, that if it is worth having it is worth asking for and if you don't demand and fight for work or conditions, you never get either.

PAT MURPHY,  
Recording Secretary.

#### L. U. NO. 46, SEATTLE, WASH.

Editor:

Hooray for the August issue, for once I have a chance to see what's in the issue previous to the one I'm writing on. Out here where the West begins we don't get the JOURNAL till some time after I've sent in the following month's contribution all of which makes us really one month late in so far as correspondence is concerned.

The passing of August shows much accomplished in the organization campaign of Local No. 46 and also much more to be done in the following four months to come. Very often one hears the cry of some Brother or Brothers for more wages, but how can that be done when conditions which naturally come first are not such as to obtain the increase? Conditions in Seattle as far as the union member was concerned, for some years back have smelled much like that famous saying "Something rotten in Denmark." Not to cast reflections on any one in particular but there is no use to conceal the fact that we have all been lax in the performance of our duties.

Much could be written relative to conditions, the manner of obtaining same and above all the method of keeping them once they have been obtained. Lately the "Big Stick" has been much in evidence in Local No. 46 and while it may hurt as it descends, if the results to be obtained by its use

are in line with the members demands for better conditions, then hew to the line and let the chips fall where they may. Who knows but that the corresponding secretary may be next, and my gawsh! that would be L.

The Ladies' Social Club put over their picnic at Woodland Park some weeks back in good style, but what was the matter with the bunch that didn't show up? Listen those of you who didn't come, you sure missed a good time and a lot of licking good ice cream. We wound up the evening at Brother Gus Bohmer's home where we played cards and had more eats.

Again we must report the loss of a member of Local No. 46, Brother J. Emmons met his death by drowning in the Ballard Canal. The sheriff's office is trying to ascertain the facts and we will report further next month. Brother Emmons was a faithful member and Local No. 46 deeply regrets his passing and extends to his relatives our heartfelt sympathies.

Pick-ups of the day: Brother Louie Bertsch and the Mrs. at Lake Lucerne. Louie looked swell in Bill Ulverstad's bathing suit. Carl Leaf at the Ladies' Social Club picnic and guilty of carrying a "naughty ladies" picture in his coat pocket. McMillan working nights on his home. Bill Harroun working overtime so as to pay more one per cent. Tom Lee smoking union made cigarettes. Our building trades delegates back from Vancouver. D. T. and Art Esselbachs writing "phone checks." Breathes there a man with soul so prone, Who never to himself did groan, God darn the wife, why ain't she home? I'm starved.

W. C. LINDELL.

#### L. U. NO. 48, PORTLAND, OREG.

Editor:

There seems to be a tendency in many of the locals to swell their membership regardless of the kind of material that is found to do it with.

In this minority report I want to say that I am opposed to most campaigns for new members. If you would better your conditions first bring your membership to a high standard and then send your high powered business agent to the architects, building owners and contractors and sell them on this fact. If you can't handle all your work, establish a school, like they have at L. U. No. 353, and initiate a bunch of young bloods into the mysteries of electrocraft and unionism.

I sure admire the way that Brother Nick, of Cincinnati is tackling the problem of raising our intellectual standard. I tried writing down his figures and found I had no trouble at all up to the denomination of my largest pay check, but when I got down to that one about "mutual inductance," it got me down. I sprung it on the vice president and he said there wasn't any such animal. Our secretary thought it was some device they used down east for bending pipe. I wasn't entirely satisfied, so I took the matter up with my helper. He claimed that the vice was wrong and that the secretary was wrong and even intimated that I had the question wrong. He said what Nick was really talking about was "mutual induction," and that that was simply the induction caused in adjacent conductors by the interconnection of their electrostatic fluxes. Now, that was plain enough but the boy knows lots of definitions and sometimes gets them mixed up. Personally I thought that was the specifications for a "sine wave." I hope that when the real truth comes out it will prove to be something that will shorten our week without decreasing our pay.

Our local telephone company, which is a natural child of "Mother Bell," has recently

discovered that its franchise had expired. A new one was drawn and presented to the council. One of the members chanced to read it before it was signed and thought the rates too high, so the city had one drawn and lopped off 25 per cent on rentals and 100 per cent on installation charges. The phone company maintained they had no legal right to reduce rates as the public service commission alone had power to fix all charges, although we were assured, but a few months ago, when the electric companies wished to merge, that any agreement as to rates between the city and companies would be satisfactory to the commission, and would be enforced by them.

B. H. GRAHAM.

#### L. U. NO. 59, DALLAS, TEX.

Editor:

Dog gone; hello, boys! There's been so much cain raised about us not having anything in the WORKER, and as our official press agent is unable to write at this time he asked me to take his place.

Local No. 59 is still on the map and holding its own pretty well, even though work is rather slow here. Most of the boys are working at fishing, etc.

We have been having quite a lot of excitement over elections and will sure be glad when all these politicians get elected and things become normal again.

It's the rule of most of the letters in the WORKER to just hint at conditions, so I am going to tell the bare facts about Dallas. We have no large buildings going at this time and we are just trying to get all the small jobs we can, but it's an awful hard thing to do with open shops and the "curb stoner" cutting prices. So if any of you boys are travelling it would be advisable to skip Dallas; save your money and time. Now, boys, if all letters came out and stated the facts like that it would make it easier for a travelling Brother to make connections.

ALAN BASYE.

#### L. U. NO. 77, SEATTLE, WASH.

Editor:

From the lost and found. It has been some time since we have been in print in our valuable JOURNAL. I spoke out of my turn at one of our meetings, so here I am.

James Slattery came out this way some time ago to give us a start in the line of organization and I am glad "Jim" started us off right. We are going ahead a little right along.

We have no new work in sight at present, everything being just normal. We are trying to get a little more money and better conditions. We are always willing to try and if we keep on trying we are sure to get over. We never get discouraged but just keep trying every year.

Our meetings are rather slim at present, but there are good reasons for poor attendance—namely, beautiful lakes, mountain resorts and perfectly nice streams and, oh, yes, I forgot, it is just a few hours drive to Vancouver, B. C.

I think this is a good place to stop. This being my first appearance, I want to leave pleasant memories with all my Brothers.

E. M. McDONALD.

#### L. U. NO. 81, SCRANTON, PA.

Editor:

As I have some time on my hands and am not very busy I believe it would not be a bad idea to spruce up and get my letter in the WORKER for next month. To begin with, will have to say that work in and around Scranton is at a standstill, with the



prospects of one 10-story building now being built for some of the boys to get on, and nothing else in sight for the hard, cold winter which is just around the corner, except the Masonic job, which at present has only one man on it, and prospects for a couple of teams later on. On the other hand, Wilkes-Barre, only 18 miles away, has a small building boom on and I suppose it is being handled by the boys of Local No. 163 as usual, and conditions guarded by the old team of Sparks and Mosley. I don't know just what is the matter, but Scranton for some reason or other is not progressing as well as it should. The mines have not been working very good this summer and that is the probable cause. We have lots of idle men here and nothing for them to do.

If W. H. Kieke, of Galveston, Texas, sees this he will know I have not forgotten him. Also George Gebhardt of Wilkes-Barre, who sometimes comes up our way.

Our business agent, William Daley, has his wife in the hospital at the present time and we all hope she will be well and strong again in the near future.

Well, Brother, I have sad news for a lot of electricians throughout the country. Our president, Edward F. Miller, was taken by death on July 21, 1928, after a slight operation. He was from Ann Arbor, Mich., and came to this territory some years ago, and was construction foreman in the line department of the Laurel Live Electric Railway. He recently did a large power job near Trenton, N. J., and no doubt Louis Marchienne and some of the Trenton boys will be surprised to hear of his death. Brother Miller has been from coast to coast. He was a very good lineman and inside wireman and knew his book, and the sad part of it is he was just getting to see his way clear to stow away the tool bag through running a good place in which to swim in the summer and skate in the winter when death called and took him from among us. Right here and now I want to tell the world that he was one of the best union men the writer ever became acquainted with, and if the I. B. E. W. in general was filled by such men it would be the best organization in this country. He leaves a wife and family to mourn him who have our sincere sympathy, and on the great judgment day let us hope he will receive of the best.

If G. S., of Atlantic City, sees this, and I believe he is George Sin, a former electrical inspector in this territory, I hereby send greetings from the boys who knew him and wish him well. This is enough for this time, as my old hash slinger is nearly broken.

RUSTY.

#### L. U. NO. 83, LOS ANGELES, CALIF.

Editor:

Local No. 83 has just made its yearly choice for the officers for the ensuing year, and when the ballots were all counted the following members romped home winners: Livendale, president; Dwyer, recording secretary; Hayes, trustee; Swingle, business agent; executive board: Corwin, De Ath, Elicott, Livendale, Quinn, Ripton, Scaife, Stevenson.

H. M. Scott for financial secretary and John R. Scott, vice president came under the wire without opposition, and last but not least, your humble servant was elected public relations agent.

We look forward to the coming year to see an even more permanent progress made in our local union. It is my belief that the coming year will give us the balance of power in the labor market. Electric con-

## On every job—

*There's a laugh or two!*

*When you go to your girl friend's house to spend the evening and her family get you to fix everything from the door bell to the electric washing machine, don't think you are the only man who is taken advantage of on account of his trade! Think of the garage-man who is invited out, in his best clothes, to prescribe for the rear axle! And there are others—*

### Recognition

It was after the opera. The expensively dressed woman approached the broad shouldered man.

"If I am not mistaken," she said, "I have the honor of speaking to the renowned basso, have I not?"

He felt flattered. "And what can I do for you madam?" he said.

"I can't find my car," she answered, pleasantly. "Would you be so kind as to call our 'Charlie' at the top of your voice?"

\* \* \*

And there was even the pitiable case of a bank examiner:

"Are you really a bank examiner, Mr. Tompkins?" asked his hostess.

"Certainly."

"Then I wish you would examine baby's bank. No matter how much we shake it, nothing will come out."

\* \* \*

### More Work for the Lineman

Lot's wife, it is said, looked back and turned into a pillar of salt, and we know a fellow who looked back and turned into a telephone pole.

\* \* \*

*Brother Tom Murray, while at home suffering from quinsy, polished off this saga, entitled "Our Local." Lucky he didn't have spinal meningitis! His local, by the way, is L. U. No. 325:*

### "Our Local"

"The local's gone to hell, sir,"

I hear the fellows say.

"Things ain't just as they ought to be,"

Everyone does bray.

"The boss should furnish stocks and dies,"

Someone is heard to rant;

But when it's put up to a vote,

They all just say, "We can't."

"This town is full of rats, sir,

And non-union rings";

"There are too many farmers,

For our benefit, by jings."

"We ought to start to organize,"

Someone is heard to say,

And when it's put up to the vote—

"Well, we can't do that today."

"We ought to get more dough, sir,"

I hear upon the job;

"We have too many helpers

For a journeyman, by gob."

"I think I'll make a motion,

Our agreement gets the air"—

But when the roll is called at meeting,

That fellow isn't there.

You cannot cut your oats, sir,

'Till the seeds have all been sown;

And you cannot put your hay up,

'Till you have done the mowin'.

So let's forget our differences,

Of shop, or race, or creeds,

And with our shoulders at the wheel, sir,

Give our local what she needs.

*Everybody will agree that this effort of Brother Hunter's IS timely:*

### The Umpire

Isn't it funny,

No matter how much money

Our jobs bring us each day,

We kick and howl,

We moan and growl;

"I'm plumb dissatisfied," we all say.

Now show me the man—

Do so if you can—

Who more justly earns his pay,

Than the man in blue,

Who calls three and two,

In the most popular game of today.

The decisions he makes

Must be even breaks,

On each and every play.

We pay our gilt

To see the tilt,

And 'tis part of the fray,

To express our views

And heap abuse

Upon the master of the day.

'Tis a punk old life,

So full of strife

For him whose decisions must be prompt and true.

Does he earn his pay?

Well, I should say!

The poor mortal who wears the blue.

JACK HUNTER,

L. U. No. 134, Chicago.

*Another new contributor, Vester Pruitt, of Local Union No. 62, expresses the belief of many Brothers that the lineman's life is "not so bright."*

### "Only A Lineman"

He's only a Boomer hiker,

Where'er he chances to roam,

That is his disposition,

For he has no happy home.

He left it while in childhood

To travel through the states,

And since he is a lineman

He sees his great mistake.

His life is always happy,

Though sometimes not so bright,

If he sees a friend in trouble

He will see he's treated right.

You will find he's noble-hearted

And takes life as a dream,

And will always help a Brother,

When he's pulling up the stream.

You will find him there and over

If you chance to be in need,

And meet him when you're hungry

You will always get a feed.

When he meets you, Brother Lineman,

He will treat you all alike

And will help you struggle onward

Until he gets too old to hike.

When his hiking days are over

And his work on earth is done,

He will sit and wait with pleasure

Till the setting of life's sun,

Then will go to hiker's paradise,

Where no one cares for looks

And will sleep on through eternity,

Never more to wear the hooks.



tractors were never in a more sympathetic mood towards the stabilization of wages and conditions for their employees; but, of course, all this can only be brought about by the fullest co-operation of the officers and members. I hope we won't overlook this opportunity to improve our working conditions, as so seldom this opportunity happens here.

Every month brings old familiar faces back to our local, and with a membership of 800, it means \$10 a day, and possibly a five day week. So let's all hit the collar, because we all need the money.

J. E. (FLEA) MACDONALD.

#### L. U. NO. 84, ATLANTA, GA.

Editor:

Certainly enjoyed reading the July issue of the WORKER. In my opinion it was about the best issue so far. The articles touching on organization in the south were especially good. The south at this time should be the center of all organizing activities, for unless these great industries moving southward are controlled from the start I am afraid they will never be controlled.

We sure had a big time on the Fourth of July. The ladies auxiliary certainly had a real basket picnic for members of Local No. 613 and No. 84. Our quartette helped with the entertainment. We are hoping the ladies will plan these picnics more often. Our auxiliary is doing some very nice work and is growing all the time.

Our quartette is certainly a busy bunch, putting in nine hours every day on the job and in the month of June they filled about 50 engagements, so you can see they have plenty to do. They rendered a program over WSB radio station on June 5, and beginning some time soon they will broadcast on a certain day each week; the dates and time will be published in the WORKER so every one will have a chance to tune in and hear the best quartet in this state.

Conditions in general have changed very little. Haven't signed an agreement with the Georgia Power Company yet. Not very much inside work going on.

We are still taking in applications. Received several in the past few days, also have taken in several Brothers on travelers.

Brother Railey is back with us. Says its too hot in Florida for him. At our last meeting he was elected assistant business agent. We are sure Railey will make good in his new position and all are very glad to have him back with us.

Brother John Childress resigned as financial secretary. Brother Elder was elected to fill the unexpired term as secretary.

Brother "Red" Boatner just dropped in. Reports all the boys at Rome, Ga., getting along fine.

There is very little to write at this time. There has been practically no change in conditions. We have several Brothers loafing and a few on the sick list. We are all getting ready for Labor Day; so far it looks like we will have a great time. A good program is being arranged with entertainments of all kind. We are planning on one of the best parades in labor's history.

We were very sorry to learn of the death of our good friend, Edward J. Evans. It came at a time when his work was needed most, and cut short a career both varied and interesting. At our last meeting we stood in silence one minute as a tribute of respect to our departed Brother.

On August 18 and 19, Brother John Railey attended the Institute Labor College convention, held in Burnsville, N. C., as a dele-

gate. He brought back a good report, in which he described the effort being made to organize the textile industry in the south, also plans for each central body and state federation to co-operate in getting wage scales as near standard as possible.

One thing of interest in Brother Railey's report was a description of the condition in the tobacco industry, and especially the R. J. Reynolds Tobacco Company, in North Carolina. This company works about 1,200 employees, about half white and half colored. About 600 are organized and about 600 have been discharged for their connection with the tobacco workers. The workers average 60 to 52 hours per week with an average wage of \$11.00. The lowest wages are \$2.65 to a colored woman and a colored man at \$2.75 per week. The highest wage is \$24.00. This to men who have charge of groups of machines used in the manufacture of their product.

Last year the money cleared above investment and expenses was \$29,000,000, or an average of \$48.65 each week on each employee. This company has been put on the unfair list by the North Carolina State Federation. The unfair products are Camel cigarettes, Prince Albert tobacco, and Apple, Sun Cure and Brown Mule tobaccos.

Probably we will have lots to report from our gubernatorial race at the next writing.

Maybe there will be more to report at our next writing, as there are several big jobs in this section which we are hoping to get.

Our Ladies Auxiliary will march in the parade with us, also our quartet will be one of the main features.

W. L. MARBUT.

#### L. U. NO. 98, PHILADELPHIA, PA.

Editor:

Speed! Speed! Speed! We must be living in the speed age. Election has come and gone, thus marking another year in our electrical calendar. After the smoke cleared you find our hard-working business representative, Lou Fowler, re-elected. "Keep the good work up, Lou." Other officers elected were as follows: President, Thomas L. Ray; vice president, James Andrews; recording secretary, Ed Baird; financial secretary, George Webb, Jr., also known as our "go-get-'em," business representative; treasurer, Ted Evans; inspectors, Franklin Richards (please don't forget our banner and flag), and Ed Fairman (Fellows, take a tip from me; don't touch Richards when he has a hatchet in his hand); trustee, James T. Rogan. He sure has a monopoly on that office as this is his ninth year. Three cheers for Rogan.

We can be proud of our executive board. I never gazed on better executive types of men and I am sure they will "bring home the bacon." They are as follows: Harry McClay, Fred Smith, Wm. Hewes, Ed. Brawley and William Hofman. Examining board: Martin Franey, John Coppinger, C. J. Maguire. Educational board: Henry Gailing, Howard Ludwick, Fred Klenk.

If these fellows don't stop educating our apprentices they will be more learned than the mechanics.

Delegates to Central Labor Union: George Webb, Jr., Paul Springer, Louis S. Fowler, Henry Rawlings, John Toland.

Combined amusement craft: Louis S. Fowler, George Webb, Jr., Walter Flake.

What a matchless bunch of executive boys! Get your shoulder to the wheel and let's make old Philly a 100 per cent union town for the electrical workers.

Reviewing last year we may say we have accomplished a great deal. Eighty per cent of the construction contracts are ours, due

to the clever work of Lou Fowler and George Webb. Work is steadily getting better and better. But let's forget last year and push hard to make this a record year for accomplishments. It can be done; the future looks very bright. The Baldwin Locomotive plant will be demolished, consequently it will develop into huge buildings; the "Chinese wall" under the Pennsylvania railroad must come down. Three railroads are to build new terminals, and, starting January 1, 1929, Strawbridge and Clothier are to begin work on an immense addition to their store.

All those mentioned are future developments which will keep our boys busy—providing our business representatives and executive board keep wide awake and on their toes.

It seems to me it won't be long before we will need an additional business representative to carry this vast amount of work to a successful conclusion. Although there are only a few boys out of work, we will not be able to take care of any more at present.

Here's hoping every local can anticipate as bright a future as we do.

WM. C. JOHNSON.

P. S.—What seems to be wrong with Camden, N. J.? I am sure they are alive. Why the shyness? Let's hear from you, neighbor!

#### L. U. NO. 102, PATERSON, N. J.

Editor:

Feeling the sweltering heat coming upon me and yet in my hilarious and jocular mood, I can not help forgetting for a while the Democratic and Republican guns that are tremendously roaring for national, state and municipal offices in which I take an active part. While the fever is very high on the outside, I am glad to take this opportunity to tell you that most of our men are working and conditions look bright yet for some time.

It was somewhat of a surprise to see in the newspapers that the court has been called upon to settle a labor dispute. It seems rather a shame to have Vice Chancellor John Bentley to decide whether "text-tone," a new finish for modern houses, should be applied by bricklayers or painters. Can't labor settle it alone? Should that be the first and last redress? What would Supreme Court Justice Wasserrogel of the New York Supreme Court think of us, after he has handed down that wonderful decision last January? Thanks to former Senator Peter McGinnis in arguing that it is a union controversy and should be settled by themselves.

Cooper, after reading "Bad Girl," showed a disappointment that was written in the hieroglyphic furrows between his thick set brows. Then he reads I am told the "Science of Eugenics" in which he is a model student. Johnny Van Hine says as soon as the Public Service gives him a raise he will get married. I wonder if the "Technicians" know that their old home and that of Andre Masie Ampere, of Poleymieux, France, has been bought by Americans and given into the keeping of the French Society of Electricians—sorry. I would like to see Frank Cochran's face if "Al" Smith gets in. Take my advice and get out of his way if "Al" Smith gets elected. He also claims the vocabulary in the last article was too large, so on his advice I cut it down.

On July 3, in reality the eve of the Fourth of July, our local had their installation of officers. They also had the biggest celebration ever had at any particular meeting. Noise was plentiful. Job Braen gave the boys a real treat. Plenty of beer and sandwiches. Our business agent, Braen, was carried on the boys' shoulders around the room. Our new presi-



dent was seen rushing in, rapping with the gavel, wishing to inform the boys the police have been notified and we would have to stop the noise. It was useless. Frankie Slomp still banging away on the piano with his chorus girls raising their voices still higher defying the world. It all ended peacefully when George Small fell on "Bunny" Reid on a wet, muddy floor with his new light suit.

Don't forget to report to work Saturday, September 1, as our three month agreement runs out. Better luck for a five-day week in our new agreement next year. It was a great success. Rumors have it that the Electrical Fair Club and the Technicians will form baseball teams.

Art Rockwell is running a gasoline station and an up-to-date lunch room up at Glen Rock. Art is a great union man and we should not hesitate to stop over at Art's place and have that wonderful chowder. It is a wonderful place. You may take your sweethearts and wives there. The boys wish you the best of luck, Art.

It looks as if Roy Stagg will be your new trustee, as Robinson will resign. Roy deserves it and will meet the approval of everybody. Just imagine, 15 years ago Joe Harner was helping Harry Smith wiring Gaede's house. Joe pushed a snake out to the pond for Smith to get as a light was to be erected on the column. Just imagine when Harry put his hand into the water a great big alligator appeared with its mouth wide open. What did Smith do? Ha! Ha!

On July 28, Saturday, electricians day, Local No. 102 celebrated one of its greatest and most successful outings. Roy Stagg acted as toastmaster putting things in a very humorous way and certainly did fill the shoes of a professional toastmaster. Those whom the writer could see at the guest table were George Dolan, Public Service; "Al" Eckart, Ernie Binks and Kurtz, all officials from the Public Service, Business Agents E. S. Sofield, Perth Amboy, Jake Turner, Newark, and Pierson, Morristown, and many other prominent visiting Brothers. The committees should be commended for their great efforts in making the outing so great a success. The games committee was right there and had things running smoothly. The married men beat the single men in baseball thereby receiving a box of fifty union made cigars.

Harry Smith knocked a home run for the married men with three on base.

There were the 70-yard dash for journeymen only and 70-yard dash for helpers only. Then the championship race for everybody. Other races were sack races, hopping races, standing broadjump, all kinds of swimming races and watermelon contests. Somewhere near the neighborhood of 30 prizes were given out. Thanks to the contractors who helped us out with the door prizes. They all had a merry time and everybody went home satisfied.

SAMUEL MOSKOWITZ.

#### L. U. NO. 103, BOSTON, MASS.

Editor:

This local has been benefited by vacations for a good many of its members this summer, but the bad part of it is that the vacations were forced on the Brothers through no choice of theirs, and a fellow cannot enjoy loafing without a little "jack" in his pocket. Work has picked up a little; however, a large number of our good men are still on the "vacation."

I am pleased to relate that our old standby, John J. Regan, recently retired from the office of president of the Massachusetts State Building Trades Council, because of diligent work and fine counsel, has been presented

with a full jeweled, white gold Hamilton watch (not a wrist watch). This is the first time he has received a gift of this kind and he is a very pleased boy.

I do not hesitate to say with his long list of labor activities and faithfulness he is deserving of about a bushel of watches.

Next month I will have a little more news.

GOODY.

#### L. U. NO. 106, JAMESTOWN, N. Y.

Editor:

Time for another letter to the WORKER to keep L. U. No. 106 on the map. Work around this burgh is very slack, in fact it is so bad that some of the boys have taken travelers and gone seeking work elsewhere. Brothers S. C. Keller, LaVern Ploss and Earl Clark are working down at Danville, Pa. H. M. Higley is working in Kalamazoo, Mich., and Brother Phiel is going to Flint, Mich. There are not prospects of much here for the coming winter in the inside end. All of the outside fellows are working. Bill (Canadian Slim) Argue, with a buddy, blew in here one day this week, but were unable to land, so they went on their way.

Brother Frank Kruger is still in the hospital (eight weeks he has been in there now) and, as his leg is not knitting the way it should, the doctors put it back in a cast again and told him it would have to stay on for four or five weeks more. You have our sympathy, Frank.

I see by the letter from L. U. No. 45 that they claim that they have the oldest lineman in captivity, still climbing at the ripe old age of 71. We have one here who I think is in the same class and still going strong. I will try to get his picture and his age and record for the next issue of the WORKER.

We are trying to get a local licensing bill in this town—in fact, the committee (Briggee and McManu) have one drafted and they are trying to get it before the common council. Will have more to report on it later.

Oh, by the way, we are proud of our base ball team this year, as they won the cup in the industrial league again this year. I am enclosing the box score of the final game also the write-up they got in the local papers, which I hope the Editor will see fit to put in the WORKER.

W. R. M.

#### ELECTRICIANS WIN CITY INDUSTRIAL LOOP TITLE

##### Wiremen Defeat Bakers, 4-3, for Second Straight Win in Championship Series, Coming From Behind—Richman Bests Boutin in Duel

By defeating the bakers for the second straight game, the electricians, last night, won the industrial league championship. The score was 4-3. This is the second time that the electricians have won the championship, as they led the field in last year's league.

The bakers had things all their way until the sixth inning. The doughboys started things off with a bang by scoring a run in each of the first two innings. They scored another in the fifth when Larson misjudged Bailey's fly and Anderson was safe on first on a bunt. Bailey scored when Mason overthrew first in an attempt to get Anderson.

The wiremen had not troubled Boutin much in the first part of the game, he having only allowed four singles and having fanned four men, but they let loose in the sixth.

To start the inning, MacIntyre was walked, Mason and MacIntyre were both safe on a fielder's choice. MacIntyre scored on L. Carlson's single and Mason went to third and Carlson to second on the throw home. Mason

scored on a wild pitch, Carlson advancing to third.

Art Carlson doubled to score L. Carlson and scored himself on an infield error.

Richman and Boutin hooked up in a pitcher's battle. Each allowed but six hits, but Richman had the edge of strikeouts. Richman whiffed eight to Boutin's four.

Art Carlson, with two hits out of two times at bat, and MacKay, with two out of four, led their respective team's batting attack:

The score:

#### Electricians

|                    | AB | R | H | O  | A | E |
|--------------------|----|---|---|----|---|---|
| Ahlstrom, rf       | 3  | 0 | 0 | 2  | 1 | 0 |
| MacIntyre, cf, ss  | 2  | 1 | 1 | 4  | 1 | 0 |
| Mason, 3b          | 3  | 1 | 0 | 0  | 0 | 1 |
| L. Carlson, lf     | 3  | 1 | 1 | 1  | 0 | 0 |
| A. Carlson, ss, 2b | 2  | 1 | 2 | 1  | 1 | 0 |
| Larson, cf         | 3  | 0 | 1 | 1  | 0 | 1 |
| Philips, 1b        | 3  | 0 | 0 | 6  | 0 | 0 |
| Hancq, 2b          | 0  | 0 | 0 | 0  | 1 | 0 |
| Richman, p         | 1  | 0 | 0 | 0  | 0 | 0 |
| T. Carlson, c      | 3  | 0 | 1 | 6  | 2 | 0 |
| Totals             | 23 | 4 | 6 | 21 | 6 | 2 |

#### Bakers

|                | AB | R | H | O  | A | E |
|----------------|----|---|---|----|---|---|
| Mackay, 1b     | 4  | 1 | 2 | 6  | 0 | 0 |
| Bailey, 2b     | 3  | 1 | 0 | 0  | 0 | 1 |
| Anderson, ss   | 2  | 0 | 1 | 1  | 0 | 0 |
| Boutin, p      | 3  | 0 | 1 | 1  | 3 | 0 |
| Noren, cf      | 3  | 0 | 1 | 2  | 0 | 0 |
| A. Jackson, 3b | 2  | 1 | 0 | 1  | 2 | 0 |
| Joy, lf        | 3  | 0 | 0 | 1  | 0 | 0 |
| Carlson, rf    | 2  | 0 | 1 | 2  | 0 | 1 |
| G. Jackson, c  | 3  | 0 | 0 | 4  | 1 | 0 |
| Totals         | 25 | 3 | 6 | 18 | 6 | 2 |

Score by innings:

|              |   |   |   |   |   |   |    |
|--------------|---|---|---|---|---|---|----|
| Bakers       | 1 | 1 | 0 | 0 | 1 | 0 | —3 |
| Electricians | 0 | 0 | 0 | 0 | 4 | x | —4 |

Runs batted in—L. Carlson, A. Carlson, Boutin, G. Jackson. Two-base hits—MacKay, A. Carlson. Sacrifices—Anderson, Carlson, Richman. Left on bases—Bakers, 4; Electricians, 4. Base on balls—Off Richman, 1; off Boutin, 1. Struck out—By Richman, 8; by Boutin, 4. Hits—Off Richman, 6; off Boutin, 6. Wild pitch—Boutin. Umpire—Swede Larson.

#### L. U. NO. 108, TAMPA, FLA.

Editor:

Since my first letter to the JOURNAL passed, I should have the courage to write another, but, after reading the letters from the other locals, I get cold feet even thinking of writing anything to compare with them, so will just stick my feet out in the sun and endeavor to do my best.

News of interest is scarce as not much of anything has happened since last month. However, we have put four of the Brothers to work who had been on the waiting list, and that makes us feel better. Although there are only a few Brothers who make full time, the most of us are in a shop and catch a few hours during the day. The approach of winter brings no brighter hopes for steady time.

I believe we should let the Brothers at large know something about the working conditions in Tampa, for when winter arrives on her annual visit their thoughts will naturally turn to the south and her warm, sunny days. After knowing the facts in the situation they can use their own judgment as to which course to pursue.

We have, in Tampa, from 25 to 30 contractors employing 100 to 125 men. Of this number, 25 are members of L. U. No. 108, and eight are on application. We have a signed agreement with only five of the above



mentioned number of contractors. This agreement calls, only, for the employing of L. U. No. 108's journeymen and helpers. Though our wage scale is supposed to be \$1.00 per hour, there is nothing in the agreement to this effect. These five contractors have just recently been signed up. We are just beginning to get back on our feet in this way and if we should demand working conditions of the fair five the unfair 25 would have the edge on them. So we will have to get them signed up along with our five. We are working hard for our fair contractors and helping them all we can to compete with the open shop contractors.

Now about six of these open shops are just plain non-union. One of these six contractors put in a bid on a job that was to be built by union labor only. When questioned as to whether or not he ran a closed shop, he said, "Yes, closed to union labor." Don't worry, he didn't get the contract. This same contractor carried a card in the Brotherhood for 14 years.

We are greatly handicapped here by the ex-card men. Then, too, there is the card man that drops in for the winter and, after noting conditions, he shoves his card deep into his pocket and rats it until springtime calls him home again. We also have to contend with the men who don't even know the purpose of unions. They come from little towns all over the country and secure work in the open shops. Here they are taught to steer clear of any union ideas if they wish to hold their jobs. They learn to know the members of L. U. No. 108 on sight, but as for talking with them, that is practically out of the question. They are so afraid their boss will see them being friendly toward a union man.

Tampa had good working conditions at one time and she could have them again if only the right solutions for all our problems could just be found. Here is a field in which an organizer of the I. B. E. W. could earn a good reputation for himself by putting this town on her feet electrically.

I have worked over the country, somewhat, myself and have always found that conditions were best wherever the contractors were well organized and ran closed shops. If the wiremen and contractors were 100 per cent organized in Tampa, the electrical business here couldn't be beat elsewhere by any town of the same size.

Well, Brothers, you have heard the worst. My letters should carry better news in the future. The Brothers we now have are all stickers and we hope to make just as good stickers of all new members. It's time we were making further progress for we have been asleep long enough.

R. J. HAMILTON.

#### L. U. NO. 125, PORTLAND, OREG.

Editor:

Each year the Brothers of Local Union No. 125 hopefully elect a press secretary and usually get one letter in the JOURNAL per year. Like the new broom, he sweeps one great swat with his pen and then gets mad or breaks his arm, and subsides until his successor is elected the following year.

It would seem that with such inspiration as may be found in our very worthy publication that it would be a pleasure to contribute each month to its lively pages. That is the ambition the newly elected press secretary has.

The Brothers have just gone through the throes of the annual election and as none of them has a reward on his head—yet—it won't hurt to publish the names of our newly elected officers.

As president, and also press secretary, the Brothers elected M. D'A. Carr who may or

may not acquit himself gracefully for the next year.

C. H. Nortin was elected vice president. Nort is a consistent attendee of meetings as well as a booster for organized labor. The boys can rest assured that the office of vice president is adequately filled.

Dale B. Sigler in the role of recording secretary was re-elected. D. B. is a flowering perennial of several years standing. He has been known to orate in an eloquent manner when the occasion demanded it. When he starts talking some one usually has to shoot him to stop him. As a result of this, his body is a mass of gun shots.

J. Scott Milne, financial secretary, is another hardy perennial returned to office. When it comes to dues, fines and assessments, Scotty can unscrew the inscrutable and can wring the last cent from the screaming victim with great speed and dispatch.

H. H. Tainer was cast in the role of treasurer. H. H. is a jovial soul with a penchant for cigars and a neat manner of keeping his records.

R. I. Clayton, as business agent, is the sturdy wheel horse of the whole band wagon. Nature endowed him with a whole hearted personality that makes him popular with master and servant. Brother Graham of our sister Local No. 48 lays claim to having the world's greatest business agent in the person of F. C. Ream, but while we admit that as a business agent, Goldie shines like a light house off the coast of England, never-the-less we would not hesitate to put our money three ways on our Bob.

B. F. Newby is our foreman. Brother Newby is also a regular attendant at the Central Labor Council of Portland, and dutifully reports his observations at each meeting.

As time goes on, I hope to compare wages and conditions with my contemporary scribes and will see you all later.

MERLE D'A. CARR.

#### L. U. NO. 151, SAN FRANCISCO, CALIF.

Editor:

Will try to get a letter in the WORKER this month, as the last month slipped by without one. The San Francisco Bay District argument with the Pacific Telephone Company is still going on. There will be a hearing before the railroad commission in August and I believe they are getting farther from the increase all the time. The following clipping is from the San Francisco Examiner on how well Mother Bell's child on the Pacific coast can do high financing:

"Application to conduct a \$40,000,000 re-financing program was filed with the State Railroad Commission yesterday by two southern California subsidiaries of the Pacific Telephone and Telegraph Company.

"The Pacific company, it was disclosed in the application, has advanced more than \$40,000,000 to the Southern California Telephone Company and the Home Telephone Company of Pasadena during the last five years. It charged 6 per cent interest on the money.

"These enormous loans, it was pointed out, were made during a period when the Pacific company claims its profits were steadily diminishing. While the company was preparing to obtain a \$7,000,000 annual rate increase in the San Francisco bay district, on the grounds that it was operating at a loss, it was able to pour these huge advances into the treasuries of the southern companies.

"The re-financing program is as follows:

"1. The Southern California Telephone

Company of Los Angeles asks permission to issue to its present stockholders only, at par, \$38,913,100 in common capital stock, to repay the Pacific Company for money advanced between September, 1923, and February, 1928. The advances were for betterments and additions.

"2. The Home Telephone and Telegraph Company wants to issue \$3,981,000 in stock of the same kind, and for the same purpose.

"The profitable inter-corporate arrangements of the telephone subsidiaries, city officials pointed out last night, is readily seen in the two applications. Both were filed by the San Francisco law firm of Pillsbury, Madison and Sutro, and H. D. Pillsbury, president of both the Pacific Company and its Los Angeles subsidiary, signed the application of the Los Angeles company.

"The Pacific company owns the majority of stock in the Los Angeles and Pasadena companies. Through the fiction of separate corporate identities, the Pacific company has thus "loaned itself" more than \$40,000,000 in the last five years. The Pacific company received \$2,197,641 in interest from the Los Angeles company alone in 1927, the application states.

"As the majority holder of stock in the two southern companies, the Pacific company itself will get most of the stock issued if the refinancing is approved.

"And the Pacific company itself is owned almost in toto by the American Telephone and Telegraph Company—the so-called "telephone trust." Thus ownership of the new stock in reality would be vested in the American company—but only after a series of profitable transactions all along the line. This method of financing already has been attacked by the San Francisco bay cities opposing the proposed rate increase, as imposing an unjustifiable burden on the rate payer."

The Los Angeles company is owned and all operation and management are strictly under the control of the Pacific Telephone and Telegraph Company and have been for the past 10 or 12 years. Still they want them to pay interest on the money used besides their regular profits. This Southern California Telephone Company was organized in Los Angeles when the Pacific Telephone and Telegraph Company took over the Home Telephone Company, but all the business was transacted in San Francisco. It is the only place that I know of where, just to get an opposing company out of the way, the larger company has been allowed, for their own financial gain, to take over their competitor and organize another company, covering one county or city with a full set of officials from president down with no authority until approved by the San Francisco office of the Pacific Telephone and Telegraph Company and the American Telephone and Telegraph Company in the eastern part of the United States. The Pasadena company is something new to me, but I suppose the same condition prevails there. Also, enclose a clipping of the report of the railroad commission on the city owned light plant at Lodi. They buy their juice from the P. G. & E. and sell at from two to three cents per k. w. h.

C. D. MULL.

#### L. U. NO. 192, PAWTUCKET, R. I.

Editor:

Despite an exceptionally hot summer and the fact that many people reside at the beaches during hot weather, our attendance has registered more than seventy per cent for the last six meetings. Also we have obtained eight new members as the result of our recent drive.

One of the new Brothers gave us an



entertaining hour, demonstrating his ability on a ten-foot ladder while blindfolded. The speed of his ascension was something for a fireman to envy. Upon reaching the highest point, without hesitation, pose or warning Sam proceeded to execute a perfect swan dive. A carnival company, whose main attraction is a bevy of diving girls, has been in town for the last month and most of the boys look in several evenings a week. The consensus of opinion was that Sam's technique far surpassed that of the professionals and we should be careful that no news of his ability should get to the manager of the carnival or we should lose the revenue of one new member.

All members are employed at present and we have several out of town Brothers with us. Local No. 99 of Providence, has kindly placed a number of our men. Relations between the two locals are gaining steadily in harmony and co-operative spirit. Taking the textile industry as a barometer, we consider that this has been a good year.

International Vice President Fennell spent several evenings with us recently and succeeded in arranging our new agreement with the contractors. He also paved the way to closing of the Stone and Webster Power House job, for which we wish to extend our thanks through this column.

One condition existing here is not entirely satisfactory. The Blackstone Valley Gas and Electric Company (a subsidiary of Stone and Webster), insist on doing switchboard, vault, transformer and buss work inside buildings where our men are employed. We hope to remedy this when jobs now in operation are completed.

We hope that we may continue to report progress.

T. H. FITZSIMMONS.

#### L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

All locals—especially those that belonged to the Reed-Murphy faction in 1908 and 1914—please take notice. The International Office has no record of the card of Frank Hickman, card No. 14611, Local 34-1899, during those years. If this Brother can get his standing cleared up he can get his pension. Now all of you old secretaries please get out your old books and see if you can help this worthy Brother out. I have known this Brother since 1906 and he always carried a card and was always paid up so don't fail to help him out. His eyesight is very poor and he is unable to get work of any kind. He is now going around the country trying to get fixed up, but you know where a man is his age it is pretty hard going, so please look into this and send the information to him.

Well, Joe, Local No. 53, I will be down in that country in October and will come over to see you boys.

Our big state fair has just closed and a few of the Brothers got a little work. We will be on the street but they have been there so much that they are used to it now. Say, what do you think of throwing all of our resources into one state and either sink or swim? There is enough work in the state of Illinois for every member of the I. B. E. W., and jobs to go around again but you know that we haven't got much of that work and it could all be gotten if we tried hard enough and had the right kind of men after it. What do you say?

ROY RUYLE.

#### L. U. NO. 194, SHREVEPORT, LA.

Editor:

Yes, No. 194 is still here but will have to admit that we have been very lax in our correspondence to the local press news.

First, I want to introduce you to the new officers for the ensuing year: Brother J. A. Claudis was reelected president for the third term; Eddie Trogel, vice president; Walter Bains, financial secretary; L. T. Rogers, the city electrical inspector, is the treasurer. I think this is his twelfth year at that job. Anyone that has passed through Shreveport knows Brother Rogers. The writer, J. H. Terrell, recording secretary. The executive board members are Joe Bonds a new and very active member, by his untiring and faithful services, was elected as chairman of the body. The remainder of the board are Brothers K. K. Keeley, A. W. Bains, J. C. Estes and B. B. Fox.

In regard to work, we have had a pretty good year. There are a few Brothers losing time now and then. The Court House was finished a few months ago, and we think it is the finest in the United States. I know I am covering lots of territory, but we believe it is anyway. Brother Allen Baicy, of Dallas, was running the job and we enjoyed his stay with us here. We have built some nice school buildings. The new high school is about ready for the fall term. J. M. "Slim" Cox is on this job.

I said, "That most of the Brothers kept busy the past year." It was not due to any large building program, but I believe Brother L. T. Rogers should be given a great deal of credit for keeping the electricians in Shreveport busy. He was instrumental in having the new city ordinance put over, which calls for all commercial buildings to be wired in conduit, and all larger residences, also, in conduit, and boys, he sure put the skids on the B. X. We have a piece in the hall, so that the new apprentices coming in will know what we are talking about when we mention B. X. We only have four outlets to a circuit here so you can see how much more time a man can work on a job under such good conditions as just mentioned.

Organized labor in Shreveport ran a union man for police juror. We had to go up against some strong opposition, but we put him in by 1,500 votes majority. This is the first time that a union man has ever held an office in our parish. Mr. F. R. Osborn, of the typographical union, is the successful candidate. He was also secretary of the Central Trades and Labor Council at that time.

The president of the State Federation of Labor has just returned from an active two months session of legislation held at Baton Rouge. At an address he delivered to the Central Trades Council last week, he stated that labor had secured some very good laws this year, and that he found the majority of our representatives and senators favorable to organized labor.

Shreveport received a very good boost from Mrs. Kate Richards O'Hare, one of the outstanding lecturers on organized labor, at the recent meeting of the State Federation Convention. She stated that there was more union-made merchandise and less prison-made merchandise handled by the merchants of Shreveport than any other city in the country for its size. We were very glad to hear this, especially so from this good woman, as she is an authority on this subject.

Brothers, let's try to have this record in every city. When you buy non-union made clothes, you are employing an open shopper, or boosting prison-made products. Suppose your boss told you to go to work under open shop conditions in the morning, you would object, wouldn't you? Naturally. But do you realize that when you purchase a non-union made garment, you are employing an open shopper. Yes, of course, it's just for

a few minutes, but a great many few minutes make hours, and hours make days, and on down the line until it runs into years. So let's all resolve to buy label goods until it hurts.

The Shreveport Council is working hard preparing for the Labor Day celebration, and I am sure that the other cities are doing likewise. This is our only means of getting out and showing the public our strength. So come out each and every one of you, and let's show them.

It will be sad news to any of you that knew R. B. Baker to learn that he died last month. He was contracting up until the time of his illness, and was one of our best friends.

Brother Press Secretary of Minneapolis, No. 262, I enjoy your articles in the JOURNAL very much; keep up the good work. Sorry I did not get to meet you last August when I visited your local.

Regards to you, Guy Alexander.

Little Sammie, of No. 130, New Orleans, Jack Anderson wants to know if you have grown big enough to grow any hair. Drop us a line some time, Sammie. Regards to you Mandot.

J. H. TERRELL.

#### L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

"It won't be long now!" Labor Day this year will be the finish of the summer season; in the past the beauty pageant held the crowds over for another week, but the city fathers decided to discontinue the pageant this year. There is no lack of entertainment, however, as there are other features to take its place. One will be the waitress beauty contest. Another will be a bathing beauty contest to pick the "modern summer girl of America." The miners will be given a role in the picture being produced here, the Cohens and Kellys in Atlantic City.

The convention hall job is stepping along at a fair pace, although there is a little dissatisfaction due to that "bogey," trade jurisdiction.

The trusses on the "hall" which span from street to street contain oodles of four inch conduit. The method of installation is to screw about thirty lengths together and then pull the "string" into place with tackle attached to a tractor on the floor below.

This method eliminates a lot of bending—and bending four inch is bending—as the weight of the conduit itself causes it to conform to the arc of the truss span. Brother Orrie Hill is handling the controls of "old slow motion," the tractor, and that's the cause of the whole "rookis." If we grant another trade the right to pull in the conduit, they'll pull in the cable next. "Then where is we?"

If Local No. 211 should decide to start a zoo we're all set. Brother Ed. Martin, Jr., attends the meeting accompanied by his bull pup, that's what I call being pals. Brother Sam Harvey is doing a lot of promoting for that guinea pig farm of his over Oceanville way. Brother Bert Chambers offered the information "that if you pick them up by their tails their eyes will drop out!"

The Executive Committee of the American Federation of Labor were in session at the Ritz-Carlton Hotel here in town deciding on questions of interest to the labor movement all over the country.

Our International President, Brother J. P. Noonan, is a member of this committee and while his time was taken up with A. F. of L. conferences he found time to grant Brother Tweedie, Local No. 314, and Brother Cameron, Local No. 211, an interview relat-



ing to matters of importance to their locals and came away loud in their praises of the counsel they had received. To date we have been unable to learn the whys and wherefores of the trouble with the Labor College. This came as a surprise as from articles in our JOURNAL we thought they were in good standing.

Atlantic City's Vocational School will open September 10. Mr. A. B. Wrigley of the faculty has resigned to take up the directorship of the vocational school at Elizabeth, N. J. The date of opening of the trade evening classes here has not been set as yet, but indications point to banner electrical classes due to radical changes in the new 1928, electrical code.

G. M. S.

#### L. U. NO. 226, TOPEKA, KANS.

Editor:

Philanthropist: A man who gives it back—Bridgeport Star. We now have 203 men in these United States who have an annual income of \$1,000,000 and I wager they are not all giving it back or even paying any more income tax than the law requires, nor more wages than they are forced to.

It's too hot in Topeka at this sitting to think, much less write it down. There is one thing that has worried me greatly and that is how Brother Bugnizet and his hired hands ever read the script of the numerous press secretaries, much less edit it correctly—supposing all P. S.'s hand writing are as punk as mine.

I have another problem that needs solving badly. What will happen to us all when the economists have succeeded in releasing all the labor to "more useful employment" by the use of mechanical men, speed-up methods and other labor-saving devices? Also what is to become of these laborers who have been relieved of their jobs?

Any one can make mistakes—that's why they keep rubber mats under cuspidors—but it takes a big man to admit them—so 'tis said. Last month I said that Brother Pete Van Es owned a Pontiac. That was a mistake. Brother Van owns a Chrysler. But I still maintain that he came from Holland and wears regular shoes.

We were agreeably surprised to see our old friend C. J. Mannsall in meeting last Wednesday evening. Brother Charles is one of those fellows who is smart enough to take his nose off the grindstone long enough to look around and even take an occasional trip around the circuit. May the time come when more of us wire-twisters can leave home occasionally when they aren't out looking for a job.

Topeka union laborers propose a parade this year but in automobiles instead of on foot.

That's all this time.

J. R. WOODHULL.

#### L. U. NO. 245, TOLEDO, OHIO

Editor:

And now if you older folks will kindly give the ear phones to the kiddies will continue our bedtime story. Once upon a time there were two organizations called labor organization and merchants and manufacturers organization. It seems that the latter did not wish the former to exist, so they planned and planned and schemed to take the life of the labor organization in such a way as that the great advisor and king would not know that they were the bad boys that did it. So they went to their political fathers and asked their aid. Now kiddies please stand by.

And now, ladies and gentlemen, we will continue with our dinner music from our

studios at the labor temple. Professor, sound your "A." Is that "A"? Excuse me, but it sounds like "L."

After you linemen get through with this JOURNAL, don't throw it aside; it can still be utilized into something useful. Take it to work with you and give it to one of those many new apprentices that have sprung up from no where. Show him the interesting items that you want him to read. Explain to him what the ELECTRICAL WORKERS' JOURNAL stands for. Tell him that I. B. E. W. stands for International Brotherhood of Electrical Workers and does not mean I'm broke every week, or I'm boss each workday, and when he starts asking questions about the organization get the old pencil out and get his name on the dotted line. Sell him his own labor organization, his own welfare, his working conditions. Remember the teaching of one Joe Everett, the man who was almost wholly responsible for the last two successful stock campaigns. I can hear Joe's words ringing in my ears yet: "Every man is a prospect if you have something to sell that he wants, and your job is to make him want it." Well, anyway, since he arrived in Toledo the campaigns have gone over bigger, better and quicker. Why can't we use his teaching and our selling ability and put this campaign over for ourselves between stock sales? Every man a prospect—have you got something to sell that the man who works with you needs, something that he wants? You most certainly have. He not only wants it and needs it but he would have difficulty in getting along without it. And what dividend does it pay, and for how long? It pays as a dividend the difference between the wages paid by your contractor for labor and the wage you receive for your labor through the channels of organization and will continue these dividends as long as big business organizations recognize the advantages of dealing with their labor collectively.

And now, perhaps, some of you boys throughout the United States and Canada are interested enough in our agreement here to wonder just how we made out. Well, to be frank with you, we haven't. Our case is still hanging fire. We are, as yet, on the fence. We are the defendants and our only defense is the living conditions versus working conditions, or why is the earned dollar that the company pays you only worth 57 cents at any store? Our case is now resting with our Washington legal representatives, and is to be thrashed out in the company's courts in New York, with such notables as loyalty and pride-of-workmanship sitting in the jury. We, the members of L. U. No. 245, are getting anxious for some action in the case and being so far away from the field of activity that we can't hear the gun fire, think that there is no war going on at all. But when the clouds of battle finally clear we are confident that co-operation will have the lead. But, Brothers, bear this in mind—the day of radicalism is over and in its stead has arrived the day when these differences must be thrashed out in a business-like manner, and, at the present time, it is a matter of one large organization dealing with a mightier organization. Trust and patience and confidence alone will tell the tale. While these things are being settled in New York, our own local company officials are giving us the same old co-operation that they always have in the past. What little grievances we think we have have always gotten attention, and where possible, have been straightened out satisfactorily and our local representatives, either Oliver Meyers or our International man, Raymon Clary, have never been refused admittance to their offices and the difficulties have always been straightened out.

So, men, try to stay along with me in my

thoughts and avoid radicalism, for the present time at least try to believe as I do. I don't believe that the Toledo Edison officials are responsible for the refusal of a wage increase. This is, not directly, but indirectly. Of course they told us that they could not grant our request at this time, but that does not condemn them in my opinion. They, too, worship a czar, and their czar is an organized body of dictators hidden behind the name Merchants and Manufacturers Association, who, without their mask, are no other group than the open shop agitators.

But, nevertheless their influence extends to the state assembly and through that body the utilities commission can be reached, and they love a working man, providing his job is at the head of a million dollar firm. So, men, let us believe that it was through these channels that came our disappointment, and remain loyal and intact on our jobs and trust that our troubles will be satisfactorily taken care of in time for an early Christmas, for surely there is a reward for loyalty.

Several new gangs have sprung up here. Gangs of apprentices constructing country lines—stringing wire, setting poles and, in fact, doing the line work. Five of these gangs have started out and only one of these foremen carries a card. He is Fred Holtz, one of the oldest cards in Toledo. One of the other four is a man for whom the local went to bat, at one time, retaining his job for him after the company had dismissed him for misbehavior. For four years he has not paid dues. Is this the company's way of rewarding their loyal men? Is this man loyal? He is unfair to himself. He is taking the soup that has been prepared for others. He is not loyal to himself, his companions or his family.

EDWARD E. DUKESHIRE.

#### L. U. NO. 252, ANN ARBOR, MICH.

Editor:

With the new election of officers we have Brother Herb Gregor in the chair, Brother H. Kaufman, recording secretary, and Ed. Hines, financial secretary. Joe Wood for treasurer and a new inspector, Brother Snow, who is a hard man to get by.

F. B. Hines (Peter) is always a live wire and when Pete puts on the business manager's hat he generally comes back with some delinquents and strays and meanwhile has raised a little hell necessary as a reminder that No. 252 operates in this territory.

Chris Donegan, our new vice president, has been putting in lots of time attending different meetings and committees. Chris is doing lots of good work and just now is taking some vacation in New York City.

Now that vacations, fishing trips and gardens are over improve your attendance record. You will agree that a full attendance at meetings insures the ultimate success of our local affairs and your presence at these meetings is part of your obligation.

Everybody is working just now, but several jobs are nearing completion and things don't look too rosy for this winter. My advice to any contemplating coming this way is to write in first and find out.

CLIFTON C. WOOD.

#### L. U. NO. 278, CORPUS CHRISTI, TEXAS

Editor:

Corpus Christi is getting its working clothes on to receive and ship the largest amount of cotton that has ever left this port. The addition to the port and the two compresses (which double their size) are about completed, which will give hundreds of Mexican laborers work and throw hundreds of American mechanics to press-



ing brick, including a number of electricians. We have with us about 25 out-of-town members working with us on these jobs. Some of these are leaving for home and others are taking trips through the Rio Grande Valley and over to old Mexico, as work here has passed its peak and has now started on the decline. Unless some new work turns up in the next few weeks we will be back to normal.

A friend from my old home state (Pennsylvania) writes and asks how I like Texas and things here in general. Well, I like Texas and the people, who are as sociable as in any place I've ever been. As for things in general I came across a piece the other day—I don't know who wrote it but it expresses things in general better than I can, so here it is:

The Devil in hell we're told was chained,  
And a thousand years he there remained;  
He neither complained nor did he groan,  
But determined to start a hell of his own  
Where he could torment the souls of men  
Without being chained in a prison pen.  
So he asked the Lord if he had on hand  
Anything left when he made this land.  
The Lord said, "Yes, I had plenty on hand,  
But I left it down on the Rio Grande;  
The fact is, 'old boy,' the stuff is so poor,  
I don't think you can use it in hell any more."

But the Devil went down to look at the truck,  
And said if he took it as a gift he was stuck,  
For after examining it carefully and well,  
He concluded the place was too dry for a hell,

So in order to get it off His hand  
The Lord promised the Devil to water the land,  
For he had some water, or rather some dregs,  
A regular cathartic and smelled like bad eggs.  
Hence the trade was closed, the deed was given,  
And the Lord went back to His home in Heaven.

The Devil said to himself, "I have all that is needed  
To make a good hell," and hence he succeeded.

He began by putting thorns all over the trees,  
And mixed up the sand with millions of fleas;

He scattered tarantulas along the roads,  
Put thorns on cactus, and horns on the toads.

He lengthened the horns of the Texas steers,

And put an addition to the rabbits' ears;  
He put a little devil in the broncho steed,  
And poisoned the feet of the centipede.

The rattlesnake bites you, the scorpion stings,  
The mosquito delights you with his buzzing wings,

The sand-burs prevail and so do the ants,  
And those who sit down need half-soles on their pants.

The Devil then said that throughout the land

He'd arrange to keep up the Devil's own brand,

And all should be Mavericks unless they bore

Marks or scratches, of bites and thorns by the score.

The heat in the summer is one hundred and ten,

Too hot for the Devil and too hot for men;  
The wild boar roams through the black chaparral,

'Tis a hell of a place that he has for a hell.

The red pepper grows upon the banks of the brook,

The Mexicans use it in all that they cook.

Just dine with a greaser and then you will shout;

"I've hell on the inside as well as the out."

HARRY H. HENSEL.

#### L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

As the outcome of the annual election of officers of Local No. 292 has not been previously reported, I will give here the personnel of our new staff, even though the news value of the information be somewhat impaired by its age. The election returns are as follows: P. L. Byron re-elected president, and John Edmond fills the vice's chair. For recording secretary we re-elected W. H. Hackett, while Carl Velin was elected to the office of trustee. G. W. Alexander was re-elected to the offices of business representative and financial secretary. Thor Enebo is the new foreman and George Nelson and E. F. Schultz are the inspectors. J. C. Montgomery is reading clerk and yours truly will continue as press secretary for another year (barring accidents). Executive board members are: Arthur Gaustad, William Lanzen, A. H. Urtubees, J. C. Montgomery and G. M. Christianson. Examining board members are: Harold Smith, Henry Kook, Thor Enebo and Robert Nelson. Delegates to the Building Trades Council are: Lee R. Miller, A. H. Urtubees, Jud Caldwell and Oscar Coover. Delegates to the Central Labor Union are: Jud Caldwell, A. H. Urtubees, Oscar Coover and E. F. Schultz. Delegates to the Farmer Labor Association are: G. W. Alexander, Oscar Coover, and Lee R. Miller. Delegates to the State Federation of Labor are: Lee R. Miller and G. W. Alexander.

No eulogy of mine could add to the trustworthiness or desirability of these Brothers in the respective offices which they hold. Therefore, I will not waste ink and paper in an attempt to gild the lily.

Quite recently conditions here have been slowly improving as to employment, i. e., a few less of the Brothers are pounding bricks than there were a month ago, but there is still plenty of room for improvement as we still have quite a number on the waiting list.

The principal menace afflicting the Minneapolis labor movement is lack of employment. This appears to be a common ailment of labor in most parts of the country, especially during the past year and the end is not yet.

As I have pointed out in previous articles

the principal causes underlying this condition are the elimination of an ever increasing percentage of workers required in the industries of the world. Labor saving machines, the speeding up system and the ever increasing efficiency; in management, in the division of labor, in organization and in methods of doing work, all contribute to the ever increasing output with an ever decreasing number of workers employed. The more one becomes familiar with labor conditions over wide spread areas of country, the more thoroughly one is convinced that the above mentioned causes are at the bottom of the wide-spread and ever increasing unemployment.

Now if we only consider local conditions, or if we only compare this season with last season or this year with last year, then this is not so apparent, but if we carefully study the conditions prevailing in many different localities for the period of the last 10 or 15 years, then we arrive at the conclusion that the above diagnosis is correct.

Just at the present time in certain localities the condition is aggravated by the laxity of industrial activity existing at the present time, and this in turn affects other localities on account of large numbers of workers emigrating from places where there is little or no work to those places where there is more industrial activity and thus flooding the latter places with an oversupply of labor.

Now Minneapolis is not only affected by a dearth of industrial operations but is also cursed with a flooded labor supply due principally to the extravagant and exaggerated advertising, by the open shop element, the Citizens' Alliance, of a large demand for labor here, which is entirely fictitious as there is always enough, usually more than enough, labor here to handle all the jobs that go on at any one time.

The problem of unemployment, while it is more aggravated here and more pronounced this year, generally, throughout the country, is by no means either a local or a temporary problem.

In 1913 and 1914, the country, though just finishing one of the greatest periods of prosperity that it had had in its history, was facing the prospect of a crisis of unemployment and business depression that was appalling. Then came the war, and the demand for war munitions saved the day. Things continued normal until after we (The United States) got into the war. Then for a short time we had a period of unparalleled prosperity. But it was also a period of unparalleled productivity. Then shortly after the end of the war, our soldiers returned from overseas and were



THE LOGGERS

Finland's chief industry, as painted by Finnish artists and donated to International Labor Office Building.



mustered out of the army, in most cases only to be mustered into the ranks of the unemployed, also the foreign emigrant who, during the war had ceased to come to this country, now began to arrive in as large numbers as the government would allow to enter the country.

Our store houses were stocked with goods. Europe, prostrate after the war, offered no market, gave us no outlet. The home market though strong at first did not continue so and was inadequate anyway in face of the new methods of increased production. On top of this came the urge of "back to normalcy" and then the open shop drive. During this time unemployment was followed by more unemployment, which producing a more restricted market, causing a putting down of industries, which in turn caused still more unemployment, and so the merry race went on, but the methods of increased productivity which came into use during the war, have not only continued but have been improved upon, are being improved upon, will continue to be improved upon. And all the time this ever increasing productivity is eliminating the need of a certain number of workers in industry, increasing the number of unemployed.

If the majority of the American people are to maintain an American standard of living, yes, if they are to avert a national catastrophe, some effective cure must be found for this chronic unemployment. The five day week will give a little temporary relief and the six hour day would give more, but it will require something more than either one or even both together to secure any really effective or lasting results.

This is organized labor's great problem and organized labor must wake up to the seriousness of the situation and devise some practical solution for it or be swamped by it, for it is even now sapping the life of and eventually will destroy entirely the labor movement if it is allowed to continue.

W. WAPLES.

#### L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

Again we come to that day of all days, dedicated to the cause of labor. I am wondering how many of you Brothers take a few moments and concentrate your thoughts on the significance and enormity of its meaning. As a boy I looked forward to the day with a thrill as my older Brothers marched or rode on horse-back and the crowds cheered. Today the parade business is kind of waning, and it is taking on a new aspect. I believe we ought to make it a day of gathering together and shaking hands with each other; a day to forget all past grievances that have come up during the year at meetings or on the job and let harmony reign supreme.

I don't believe there is a finer feeling than to have the knowledge that your Brother is with you; confidence counts a whole lot, especially if you are in battle, and that seems to be labor's lot—a continuous fight. Let eternal vigilance be your safeguard. I believe our greatest weapon to be the union label; to demand it shows principle, stamina and a power that is felt and has vast proportions. We Brothers of the "Sunshine City" are going to celebrate the day at Maximo Point, a beautiful spot at the southern extremity of this peninsula. The main thing on the program will be a fish-fry. There will be a variety of games and contests in sports of all kinds. The building trades and central bodies will combine in making it a fine get-together meeting.

Politically speaking, you have all heard the acceptance speeches of both major candidates, and as labor takes no sides officially you, as an individual, must not lose sight of the fact

that it is your duty to vote and be sure to pick your (labor's) friends no matter which side they are on; bring the Mrs. along with you to the polls.

I was sorry to see the Copyist of Local No. 212 quit his job as scribe. I sure will miss your chat, Earnie. Still I think Brother Nick Carter will be very interesting as he starts out good and his questionnaire is refreshing.

I was glad to see L. U. No. 108, of Tampa, waking up and will look forward to more letters from the same source.

We extend our deepest sympathy to Brother Charles Johnson in the loss of his beloved wife.

Those Brothers who contemplate getting out of the cold, better save their money and stay right where they are, as there is nothing in St. Petersburg at this time. Any Brother that does not understand this had better study the new language called "Esperanto." Thanks.

THE WOODCHOPPER.

#### L. U. NO. 309, EAST ST. LOUIS, ILL.

Editor:

Yes, Brothers, we are having the usual hot summer as in the past, but with cooling breezes and an occasional shower we can keep quite comfortable.

All the boys are working, perhaps not as steady as some desire, but enough to keep all cheerful. At present there are no large jobs on this side of the river.

Brother "Tommy" Lonigan has nearly completed recovery from his burns and is able to again attend meetings.

Our annual picnic was held Sunday, August 19, at McBride's Grove, Falling Springs, Ill. The bright sunshine and the shade of the trees made the day pleasant for all. As usual the wiremen gave the ball game to the linemen, score 18 to 2. Brother Ames has not explained why he let the linemen make so many runs. The trail to the woods was far from lonesome.

A lotto game for the ladies, races and dancing made the day's pleasure complete. Brother William Clark held the lucky number 746 (one horse power) for the \$50 in gold.

The building trades are to co-operate with the East St. Louis Central Trades and Labor Union and make the Labor Day picnic a success. Starting with an automobile parade around the city they will then go to the Madison Kennel Club, where other festivities will take place.

The use of machines will make it easy for the Brothers who did not like the marching of past parades, so here's hoping that all turn out for 100 per cent attendance.

J. R. NUGENT.

#### L. U. NO. 313, WILMINGTON, DEL.

Editor:

I am writing a few lines to the JOURNAL stating that we are progressing very nicely since I wrote the last time. We have a few boys waiting on the job list as things are a little slow at the present time. There are a few large jobs coming on but can't say how soon they will start. The Bell Telephone building has been completed which was a union job. Also the Medical Art building. The Wilmington General Hospital and Nurses Home is well under way. I also want to state that the Every Evening Publishing Company's new building is completed. This paper is not a union ship but union labor was called in to do the biggest part of the construction work.

We had the new officers installation last month and elected a new set for this year. On behalf of the local we extend our thanks to the past officers for their faithful

service during their terms. We are looking for Brother Mead as we haven't seen him for about two months. When he left he promised to be back in a couple of weeks. Hoping he hasn't forgotten us, I will close for this time.

O. C. WALLS.

#### L. U. NO. 323, WEST PALM BEACH, FLA.

Editor:

Just a few lines for the JOURNAL, if Uncle Sam will do his bit and push this along to its destination after I get it in the mail.

Yes, L. U. No. 323 is still on the map and doing business at the same old stand. Our number of members has decreased somewhat in the past months but there are still enough left here to handle the work.

Work has picked up some in the past month to what it was doing the late winter and spring. However there is not enough work started yet, nor indications of enough to get excited about or to cause a call for outside help. I think most of the boys are eating regular although some meals had to be postponed awhile.

Local No. 323 together with practically all the trades affiliated in the B. T. C. were able, some time ago, to negotiate a new agreement with the contractors. We are well pleased with this agreement and consider ourselves fortunate in putting it across at this time. We are all much interested now in seeing that the Brothers stick to the agreement so that it doesn't "back fire."

The contractors have formed an association which is really functioning and we now can do business with them in a businesslike manner. In fact things are looking up with Local No. 323, but of course there are the usual minor difficulties to be ironed out.

At our annual election of officers in June practically all the former officers were re-elected and without much opposition. This press secretary job was handed over rather wished on me for some reason. I haven't yet found out what I ever did to deserve the honor (?).

This being my first attempt as a scribe hope the Brothers will overlook any errors or omissions and will try to be with you fairly regularly from now on.

R. L. HARPSTER.

#### L. U. NO. 349, MIAMI, FLA.

Editor:

To all of the 900 ex-members of boom days, International Officers and members at large:

After months of unemployment, dissension and fighting, election time has come and gone and with it went Brothers George Bowes, business agent; Ray Murdock, financial secretary, and International Vice President Hull, who spent three weeks trying to hold us steady in the boat, and to keep the old boat from sinking, also a few of the minor officers. The new officers are:

President, Sid Mew; vice president, D. D. Tomkinson; financial secretary and business agent, W. V. Evans; executive board—Frank Thompson, Lacy Rowe, Ed Garmetz, F. B. Kelley, D. D. Tomkinson; treasurer, James Elder. A good bunch of workers with a lot of hard work ahead. Brother Evans is showing results during his first month in office and last night was elected business agent of the building trades council, which proves he has gained their confidence, and will have their full co-operation. The local building trades council has also had a house cleaning and now has a complete set of new officers, who are planning an active campaign to regain lost ground. They are putting up a solid front and united effort for the better-



ment of all engaged in the building industry.

Brother Bowes has tasted both the bitter and the sweet here, but like most good business agents had stayed too long on the job. Starting in six years ago with a handful of men in an open town, with hard work, loyal men and a big building boom to help him, L. U. No. 349 had grown to a membership of around 900 and a general fund of about \$50,000 by January, 1926. But, alas, those days are gone forever; the boom collapsed, the hurricane came, and from that time on we have gone down hill, until today we have a membership of about 100 in town, with 12 or 15 working steady, and about 120 members on travelers looking for work, and a general fund in the red, due to having spent \$10,000 in welfare work and having helped the boomers back to their respective old home towns, and also to a recent decision of International President Noonan (which we have appealed to the International Executive Committee). This decision left us several hundred in the red, where we will stay for some time. What a pleasure it is to see all members working, or only five or six men out of work, etc., in the JOURNAL.

We are anxiously awaiting Brother Finger's masterpiece in the August JOURNAL; in fact the scribes are all doing well and deserve the encouragement of the JOURNAL. We will try our best to keep up our end and let the Brothers know how L. U. No. 349 is progressing, down on the chinwhiskers of the U. S. A.

R. H. COLVIN.

#### L. U. NO. 353, TORONTO, ONT., CAN.

Editor:

In October power will be turned on the new Gattineau power line from the Gattineau River to Toronto. This line which was constructed by the Hydro Commission will carry 220,000 volts. The power for this line comes from one of the world's largest storage reservoirs, construction of which started in 1925. Three hydro electric power stations have been built to produce 526,000 horse power and about 436,000 horse power have been completed, making a considerable mileage of high tension transmission lines. The Pagan Falls plant has six units of 34,000 horse power, and it is understood that a fourth unit of 34,000 horse power will be added to the Chelsea plant and a 24,000 horse power unit will be added to the Farmer's Rapids plant. All this development work on the Gattineau River is being done by the International Paper Company.

A special meeting was held the other night to inform the boys that an organizing campaign is to be put on and the first open meeting was held on Friday, August 17. There were about 50 men in the room and not many of them were members; now we would like our members to come down and support these meetings.

The initiation fee for wiremen is \$50. Residents of Toronto prior to January, 1928, have privileges extended to them in regards to the payment of the initiation fee at so much per week.

In the past organizing campaigns the initiation fee was dropped to about \$10 or so. Now we consider this policy of dropping the initiation fee as not wise. It is not fair to about 50 men who have paid it since January 1, 1928. If the fee is ten dollars, a member who owes about three months dues which is \$9.75 will want another three months and expect to get re-initiated for ten dollars thereby saving paying his dues, and a member who pays \$50 for his card is going to take an interest in the organization and attend all the meetings. Very few locals that have any degree of success have low initiation fees.

P. ELSWORTH.

#### L. U. NO. 363, SPRING VALLEY, N. Y.

Editor:

This is my first attempt at journalism, and as I have just been elected press secretary, thought I had better make a start. I went over to the meeting last Tuesday night and the boys had me up on the carpet for not getting an article in the WORKER last month.

We have had our election and installed our new officers. Charles Lehner was elected president and John MacGuigan, better known as Scotty, was re-elected business agent. Scotty worked very hard last year for us, and the boys thought he was the man for the job. While we were out on strike for \$12 he was untiring in his efforts to get the contractors to sign the new agreement and settle the strike. There were a few other changes in the officers which do not need to be mentioned here.

I would like to say something about the state hospital job at Orangeburg, for the benefit of surrounding locals, especially the bigger ones. Men are drifting from all around the country looking for jobs at the hospital. This job must be greatly overrated on the outside. At the present time we have five journeymen and three helpers on the job, and no prospects of putting any more on for quite awhile. From gossip you hear about the job anyone would think that about 50 men could be placed there, but such is not the case. We have never had more than 12 men on the job, and that was because of the strike. The electrical work was way behind and more men had to be put on for a week or so to catch up with the other crafts.

In closing would say that it would be a good plan for all travelling Brothers to steer clear of our diggings. Things are not so hot around this section at the present time and it begins to look as though we were in for a long, hard winter. Just half of our members are walking the streets at this time, and with little or no prospects of anything starting up it does not look very bright for the future.

W. WELCH.

#### L. U. NO. 413, SANTA BARBARA, CALIF.

Editor:

Just a few remarks from your new press secretary. We have elected several, but they did not find time to write a few lines. Well, yours truly has just got back home after long vacation. I should like to tell you all about it. It will take too long so will give you a list of our new officers.

Electricians No. 413 meets Friday night in Hall No. 3, Labor Temple. W. M. Betram, financial secretary, 132 Juana Maria; R. Springer, recording secretary, 1252 W. Valerio St.; R. A. Brockman, president, 725 W. Sola St.; R. A. Brockman, sick committee chairman, phone 3520-J.

We have just had our annual fiesta week, which I think is very good as you know this is a little Spanish town.

Backward turn the wheels of time. Forgotten is the busy, bustling present, while old Spanish days once more hold sway over beautiful Santa Barbara, land of the Spanish grandee.

Tonight, on the eve of the gorgeous three days fiesta the Old Mission bells will call to prayer, even as of old, when, the night before the fiestas and days of rejoicing, the padres gathered the faithful, and raised their voices in thanksgiving.

And tomorrow—the day of days—senor and senorita, the red-shirted miner, the brown-robed friar, the covered wagon pioneer, all the characters whose activities during the different areas of the past have

left their impress upon the history and romance of their times, will be abroad in the land, while silver-saddled horses with their costumed riders will assist in putting life and activity into the picture.

This is Santa Barbara's fifth annual Old Spanish Days fiesta. Within its scope will be encompassed 387 eventful years, or seven generations, including 227 years from the discovery of Santa Barbara by Don Juan Rodriguez Cabrillo in the year 1542, to the raising of the blood-red flag of Spain by Gaspar de Portola in 1769; 53 years from Portola's time to 1822, when the imperial Spanish flag was lowered at the Santa Barbara presidio by Governor de Sola, to be replaced by him with the colors of Mexico and eighty-one years, covering the golden period from the time Colonel John C. Fremont and his daring warriors surprised the pueblo of Santa Barbara on Christmas Day 1847, and made conquest of the community with a show of friendship rather than with swords, raising the Stars and Stripes over the ancient Spanish-Mexican fortress, and running up Old Glory to wave forever over the fairest of cities.

For these next three days the hospitality known of old when the dons held sway over their immense landed estates, and their flocks and herds were tended by caballeros, and life, as viewed through the distance, seemed one of light-hearted ease, will again be known, as Santa Barbara opens wide her gates to the visitor from near and afar.

Hoping that this will be of interest to some of the Brothers that had the pleasure of stopping here, am

W. H. WELCH.

#### L. U. NO. 466, CHARLESTON, W. VA.

Editor:

"Taint enough that you should request all letters for August to be in by the 25th of July, and it ain't so bad for Deacon Woodall of L. U. No. 1002 out in Tulsa, Okla., to put in his bid for a flock of quarterly statistics, but when you birds want these things to be simultaneous it seems far from coincidental. But never-the-less and all-the-more so, Brother Deacon, as the orphan said to the poor little rich girl—Brother, here's your data—from Local No. 466:

|            |         |    |
|------------|---------|----|
| Membership | April 1 | 39 |
| "          | June 30 | 57 |
| Average    |         | 48 |

#### Attendance

|          |    |         |    |
|----------|----|---------|----|
| April 3  | 17 | May 22  | 31 |
| April 10 | 36 | May 29  | 19 |
| April 17 | 39 | June 5  | 33 |
| April 24 | 33 | June 12 | 36 |
| May 1    | 21 | June 19 | 25 |
| May 8    | 19 | June 26 | 20 |
| May 15   | 26 |         |    |

Like yourself, Brother Woodall, I am curious to see the response to your call. And don't forget Invitations: N. E. C. 7:11: Though any are called, you are frozen.

Life being just one darned thing after another, it seems to be the city administration's turn to be the pursuer, so the following ad appeared in our local papers, running early enough to give the boys ample time to brush up and respond:

#### Notice to Electrical Contractors and Electricians

Those who have not renewed their permits for the present year, should do so not later than June 30, otherwise it will be necessary to pass an examination in order to secure a renewal.



Those desiring an examination for a new license, can arrange for same at this time. Duly signed by our city manager.

I quite frequently see remarks in these columns of men running for office who are friendly to the working man, and in several instances they have been elected as councilmen and as high up as mayor, and it always made me think how fortunate you were to have a little influence in your favor. And you who have these favors can hardly realize how lucky you are because it shows you have the sympathy of your community with you.

Down here in the Kanawha Valley we have no helping influence. We are always working and fighting back to back. Licensed journeymen! L. U. No. 466 was strong for it, is strong for it and always will be for it when the law tries to enforce their rulings.

Prior to May 1, 1926, all journeymen in Charleston carried city licenses. On May 1, 1926, the keys of most of the electrical shops were turned against us. Those of us who were idle put in our time watching the rats gnawing at our jobs. They had no licenses, as they were imported from other towns. We had them arrested on the spot and they were at once fined and released only to go back to work, back to court, the same today, tomorrow and forever, so it seemed. This was costing the local money so we levied a 10 per cent assessment of our earnings—this in addition to our regular dues. You boys who get discouraged because they won't let you work on holidays and Sundays try the above on half time and less, then try to keep the sheriff off your rear bumper.

Then we got at loggerheads with the inspection bureau and that went to court and we had to hire one of those Bachelors of L.L.D.'s or whatnots, and things began to go around just like after the first cigar you ever smoked, and everybody wanted an armistice, but not peace. But we kept running the boys up, and the court got so dizzy that it finally said: "Hold on, boys, we had better see if this ordinance is legal before we go any further," or words to that effect. So that put a damper on our zest for prosecution, and things just naturally died abornin'. The boys then went to curbstoning, some of them doing a fairly good business. Then the straw bosses in the closed shops began to get up earlier in the morning and to retire later. Every once in a while the axe would fall and cut off a little bit of their financial tail, then they began to rummage the attic for their old clothes. Then the rats began to curbstone, sort o' biting the hand that feeds them, and then the contractor would get mad and all this time no one was taking out licenses, either journeyman or contractor's license. Then someone got to stirring things up and I suppose that resulted in the general call for tickets. Getting pretty close to the expiration of time set, and it seemed that there were still no money-bearing animals roving in the vicinity of the city hall, so they tacked an addendum to the notice stating that after June 30, a 10 per cent penalty would be added and an examination necessary. All of this meant but very little money to the city, but it goes to show where our support and sympathy were lacking. Our first intention was to test out the law, and we ran over the expiration date, but we realized that we were placing our fair contractors in a bad position and decided to give in to law and order. But it is tough when the working man tries to abide by the law and then it deliberately throws him down with the supposition that "Maybe we're wrong," and then two years

later come back with "Right or wrong, we're right!"

So I say to you locals, who have men kindly toward you on your councils and in city offices, you don't realize the luck you're in.

It was amusing, though displeasing, to see these "furriners" take an examination for license on Friday night and make about 40 per cent, and then take another on Monday night and make about 98 per cent.

Well, now that we have that off our chest, I suppose we have a little time for pleasure, so I think I'll just go a-rummaging through the sheet.

I see No. 53, Kansas City, Mo., has held its election of officers. Well, Joe, here's hoping you get reappointed press secretary. Most of us like a little tobacco on our porterhouse now and then, besides I believe Brother International Secretary Bugniatet would feel neglected if there wasn't someone tugging at his coat tails. Besides, Joe, bear in mind that a fellow can't always be wrong.

Glad to see the ladies—yes, of course, they're ladies, but I meant to say girls. So I am glad to see the girls get in a word or two now and then. And L. U. No. 78-A induced the company to give time and half for their holding. Good for—What! Line busy. Well, I was on first.

Weigetz! Brother Mike No. 369. I agree with you it is hard to be cheerful on an empty stomach, but stick with us through the hot weather, old man, you know any one can write a letter in the winter time, besides "nothing lasts forever."

What you want to do, Fort Lauderdale, is to kick Brother International on the shins a couple of times. He then no doubt will come down and straighten you out. Ask Joe Cloughley.

I guess that's enough gadding about among your neighbors for one time.

Farebye,

BOB KECK.

#### L. U. NO. 500, SAN ANTONIO, TEXAS

Editor:

In this, my first venture as a scribe, I think that it is only proper to start with a compliment to our JOURNAL. It is what I call a real magazine, but anything that wants to keep up with the electrical movement must be a stepper or be left by the wayside.

Now for a little home town gossip. Our fair city has been the host to a number of conventions this year, the most interesting, to our point of view, being the thirty-first convention of the Texas State Federation of Labor. It was a model of unity and decorum and the federation is to be congratulated on the efficiency of its officers, particularly the executive secretary, Brother George H. Slater.

By far the largest convention we have ever had will be held October 8 to 12, that being the American Legion Convention. I am sure that many of you brothers are planning to attend, so will take this opportunity to give to you a most cordial invitation to call on the membership of our local union for any information that you may desire.

Will close with fraternal greetings from Local Union No. 500 to the entire Brotherhood.

BILL CARLSON.

#### THIS BUTTON IN YOUR LAPEL



proudly announces membership in the I. B. E. W. A handsome bit of jewelry, in gold and enamel. Solid gold, medium size.

**\$1**

#### L. U. NO. 535, EVANSVILLE, IND.

Editor:

I have sent you the names of our recently elected officers but our recording secretary says he is too busy to write a letter to our JOURNAL, so am going to continue myself.

We have coming in September, as everybody knows, our greatest day of the year, Labor Day, and don't think for one minute that Labor Day in this man's town won't be a hummer. And why not? Our business representative is chairman of all committees, you know what that means. The I. B. E. W. ahead again as usual, and when the band starts playing and the people on the streets say "Here they come," the first thing they will see will be our big yellow and gold fringed banner reading "L. U. No. 535, I. B. E. W.," because, Brothers, we are leading the whole show.

The Indiana State Federation of Labor convenes here right after Labor Day for its annual convention. When they leave here for home they are bound to say, "Evansville has some swell fellows belonging to and leading their central labor union."

W. T. Green, our worthy president of the American Federation of Labor, has said definitely that he would be here. T. N. Taylor and Adolph J. Fritz, president and secretary of the State Federation of Labor, will also be on hand. Both have been here and praised highly the work the committees of various ways and means have done.

We sure are going to do our darnedest to make it the best and biggest convention they have ever attended.

A few words about L. U. No. 535. We are still humming along almost 100 per cent; of course we have, and always will have, a few on the outside of the fence.

Maybe the good Lord above will take care of them when they pass into the great beyond.

Our work is about as good as can be expected, due to the weather. It rained about 18 days in the first 20 of this month. We have some pretty fair jobs coming up which I hope will put all of us to work for some of the boys have lost a good deal of time.

I heard a good one the other day and if I can I would like to pass it on:

The laziest woman in the world is one who puts popcorn in her pancakes so they will turn over by themselves.

Can hardly wait till Labor Day. Will tell you more about our convention later.

C. HUCKLEBURY.

#### L. U. NO. 561, MONTREAL, QUE., CANADA

Editor:

This is just a line or two in order to chronicle the events of Local Union No. 561 during the hot weather spell, and is written especially for the benefit of the boys who really are too busy attending to divers forms of amusement in the evenings to find the necessary time to attend their local union meetings, even once a month, but are quite content to leave the management of their affairs in other hands. They evidently don't care whose hands it is in so long as it is not theirs. And, as stated, in order to keep them in touch with the local, we will endeavor to publish periodically (with your permission) the principal features of the work being carried on for their benefit by the "faithful few." The week's holidays with pay, obtained through the co-operation of the organizations with the management, has come and gone in the paint shops of the National, and we have the assurance of the union men that it was greatly appreciated. We have heard no comment from the non-union men. (Yes, Mr. Editor, there are a few of them around yet.) Perhaps their thankfulness



(to the boys who were the means of procuring it for them) cannot be described orally. However, all they have to do now, is fill in on the dotted line, pay the \$15 (not half of the week's pay which they received), and nuff said. We are very glad to be able to record that we have been successful in obtaining a 100 per cent organization at Tunnell Terminals and Portal Heights, and it certainly was a pleasure to welcome some of the boys who use to was back in to the fold, knowing that with their former experience and good will they would prove a valuable asset to L. U. No. 561.

And in this connection I refer more particularly to Brothers Kennedy and Jones. We have already gotten Brother Kennedy well into the harness with several appointments, and we are at present looking up some good, hard work for Brother Jones, as I have been informed he will not accept any other, due to the fact that owing to increasing avoirdupois, it's either that or a diet and he prefers the work. There has been something unnaturally strange in the appearance of Brother Bourbonnais of late, but at last the mystery has been solved—John has had a hair cut. Yes, and it was the only one he had, but, as John says, you have got to keep up with the times.

Brother Gehnas has left us for fresh pastures. Well, we wish him luck, we enjoyed his sojourn in our midst. We are pleased to record that our worthy vice, Brother Russell, has again found his voice, which he lost in oratorical eloquence at the Winnipeg convention. But anyone who was present at our last regular meeting is positive of the fact that he has regained it.

This local union extends its deepest sympathy to Brother J. Burnfield on the sad loss of his wife, and offer our most sincere condolences.

We regret that the periodical lay-off is being mooted again, at the Angus shop, but we are of the opinion that this will be minimized to a great extent, so far as our craft is concerned by the efforts of our local delegates at that point.

We had quite a large attendance at last meeting from the Canadian Pacific Railway car electric, but the secret is out, Mr. Editor. They had a few grievances to bring up, hence the attendance. The officers of Local Union No. 561 hope that a few more Brothers have grievances if it will be the means of their attendance at meeting.

The Point Saint Charles football team (electric) has not been up to the scratch so far this year, whether it has been the hot weather or the holidays I don't know, but up to the present I have refused to give them a writeup, unless they can show a little better form.

Brothers Eardley, Weaver, Morrow, et al, take note: We are sorry that the local has not arranged for any picnic this year, and we offer our apologies to Brothers Steve O'Connor and R. Glaude. We know that Steve had a few baritone selections arranged for this event, and Glaude had a few extra strings placed on his—what is it—oh, yes, ukulele. However, they will all be ready for the garden party to be donated by John next Christmas.

We were glad to have Brothers Allan and Williamson back with us again, though it was only for a few weeks, and I can assure them that the door is always open for them.

Well, Boys, this is more of a hot weather letter, but I just want you to give a little thought to that item about attending meetings in order that we may receive the full benefit of what we are organized for, which includes sociability and harmony. So let's get together. A regional co-operation meeting is being held on Thursday in Toronto

and some of the boys are anxious to know if it is for another week's holidays. However, more of this anon.

Most of the boys knowing Jimmy McCormack will be sorry to hear that he has been laid up for a month. We wish you a speedy recovery, Jim, and hope to see you around before this appears in print. We are also beginning to get anxious at the absence of Jim Broderick from our meetings lately. We know Jim is busy somewhere, but we had begun to look upon him as a regular attendant, and miss his smiling face. Call again, Jim. We believe, too, that we ought to be due now for a visit from International Vice President Ingles and John Noble. We are still doing business at the same address, Brothers.

L. A. McEwan.

#### L. U. NO. 567, PORTLAND, ME.

Editor:

Our installation of officers has been delayed somewhat, due to the fact that the local would not accept the report of the election committee, a minority report submitted by C. A. Smith of the committee throwing the machine out of balance and later proving to be the legal and correct report.

Brother J. B. Fraser, who has filled acceptably the unexpired term since Brother Smith's resignation as financial secretary, recently became the butt of considerable controversy between the contractors who jointly maintained that since he had taken a job with the city fire alarm department he was working in violation of the agreement.

Jack, being somewhat obstinate, and believing he was right, did not heed tactful advances by the local that he transfer his activities to another local and naturally a lot of the boys who feel that since we are dependent on the contractors for our livelihood, they should be given consideration in their request and resented Jack's further continuation in office, at least.

During nominations, the name of Brother Peiffer was placed in opposition to Fraser and a real contest seemed assured until on the third night of nominations and due to an oversight, it developed that Peiffer required a few months additional standing, in order to be eligible and which naturally disqualified him.

On election night and on the ballot, Brother Fraser was a sure bet to succeed himself as no opposition was apparent until via the sticker route, appeared no less person of importance in the local's affairs and history than Emery B. Walker, past and ex-everything and due to the disgruntled element, the popularity of Brother Walker and apparent concerted action by the instigators, Brother Walker was elected by a majority of more than two to one.

Then our worthy ex-business agent, Charles A. Smith, whose feelings have been rudely jarred on many occasions and spared on none, presented his minority report that threw the organization into a chaos of internal strife that beggars mere words and personally I don't care to keep the pot boiling by attempting to chronicle any of the tempestuous scenes that have since transpired.

Briefly, an appeal to our International President after all our inquiry and resource had fizzled brought the ruling that settled the whole fracas with one jolt and that to the effect that since Brother Fraser was the only candidate legally nominated he was as legally elected.

Further details of this spirited contest will be privately supplied free of charge upon receipt of parcel post charges, a bottle of ink and 100 sheets of paper.

Tonight, our first meeting since the reply to our appeal, we have held our installation of officers conducted by Past President C. A. Smith, who vividly impressed on the following members the importance of their duties for the ensuing year:

President, J. H. Nicholson; vice president, Chas. Rebbentrop; recording secretary, M. M. McKenney; financial secretary, J. R. Fraser; treasurer, W. T. Bradford; press secretary, M. M. McKenney; first inspector, Frank Strout; second inspector, A. G. McCann; foreman, Fred C. Blake; trustee, Robt. Leahy; delegates to C. L. U., Cail, Nicholson, Stroobants, Joyce; delegate to building trades, Walker, Nicholson, Libby, Alternates, Peiffer, Joyce, Pelton; executive board, Walker, McCrum, Meserve, Doherty, Libby, Bradford, Leahy, Pelton.

Needless to say, in general, all are entirely capable and will give their best; in particular, because it is my privilege, the time worn press secretary, after the acquisition of several replacement parts, such as a new line, more nerve, a new mainspring and several vocabularies will attempt to compete with the increasing quality of letters appearing in the JOURNAL.

Since our state primary has been settled and all the power interests, capital and menacing Insull interests that threatened our mere existence into nothingness and a man nominated as republican candidate for governor who had expressed himself as having no concern in these matters until the time to act, all the ballyhoo has ceased and we are hardly aware that there is power in Maine, but it won't be long before big interests will manifest their presence in several sections. Dexter Cooper's Quoddy Bay tide water project is not sleeping and when the necessary vast amount of capital is available as soon as legislation opens the market door, we will see a boom in Maine.

M. M. McKENNEY.

#### L. U. NO. 568, MONTREAL, QUE., CANADA

Editor:

Well, Boys, it's No. 568 again and the boys are glad that something about the local is in the WORKER. We are still negotiating for the closed shop agreement and things look bright.

We have some new jobs going up and things look nice for us this summer. We still have quite a lot of our boys loafing but work is coming slowly. We cut down our holidays to five a year so as to be with the other craft. So we will have uniform holiday, that is when one craft won't work the other won't.

Brother Stone had the idea of putting himself in contact with the 4,400 volt line while standing on the concrete floor so he was four months in the hospital and a lame arm now. He says he won't do it any more, in fact he is going into business for himself. We all wish him luck.

There is something new in the province of Quebec. Yes, boy. The Government took over the Underwriter and now all electrical inspection is done by Government officials. The inspection is more strict now, but it's all for the best because there was a lot of those knobs and slob contractors working without licenses so we have better protection now.

PAUL SHOUIN.



#### DIAMOND-SHAPED BUTTONS

To wear in your coat lapel, carry the emblem and insignia of the I. B. E. W. Gold faced and handsomely enameled \$2



**L. U. NO. 584, TULSA, OKLA.**

Editor:

Business has been pretty good here in our line this year but I'm afraid all the big jobs are going to finish up about the same time. Some of our Brothers have scattered out now. We have several working in Detroit at this time.

We are not having a Labor Day celebration here this year. We had a state-wide celebration here last year and are going to Oklahoma City to help them celebrate this year. Have contracted for a special train and expect to go over at least 200 strong.

Sentiment is gaining ground here for the five-day week and expect we will have that in force before very long. If this works out it should give some relief to the unemployment situation. It is reasonable to expect that if the week is cut down 10 per cent, then that amount of men should be employed to get the same amount of work done.

Our good friend James of the Axton-Fisher Tobacco Company visited our meeting recently and was very cordially received as we are always glad to see him. He always has a new story to tell us and some very sound doctrine for the labor movement.

Very good attendance is noted at our meetings during the summer. Even some of our semi-annual attenders have been coming out. Our worthy president, L. E. Vaughn, knows how to bear down on the gavel and maintains very good order. We have a live building trades council that is really functioning—something that has been hard to keep going here in the past.

Have not started the building of our home here yet, although we have a splendid plot of ground for the purpose when the proper time comes. We have a corner location 100 by 165 feet, the only desirable corner in Tulsa that hasn't a filling station on it. And we have been approached for a lease on it for that purpose.

Most of the small residence work here is going to the unfair shops, but we are not having much luck fighting them. The big shops don't make much of an effort to get this work as they can't compete with six dollar labor. The rats are putting in 30 openings a day if it takes them 14 hours to do it. It makes a pretty hard proposition to fight.

It is strange that men will stand in their own light this way when they are taking several dollars a day away from their own families.

We have lined up some of them but it seems there is always some one else to take their places. We have fought them in a number of different ways but the result is always the same.

Well, the big campaign is on so be careful of your ballot because no matter which way you vote you'll probably get the worst of it. But whatever you do, exercise your franchise by going to the polls and voting on election day.

A great percentage of the people of our country never vote but what a howl would go up if you tried to take the vote away from them. So endeth this spasm.

S. A. KING.

**L. U. NO. 602, AMARILLO, TEXAS**

Editor:

During the past three months Local No. 602 has been locked out for a two dollar reduction in wages, and owing to the lack of work in this jurisdiction we were forced to accept a compromise and take a one dollar cut.

Prior to the first of May, work around

here was pretty slack and then to get hit with a three months lockout it was kinda tough, but I guess we'll live through it, but we were forced to call for financial aid from the locals of the I. B. of E. W. They have come to our rescue wonderfully well, and we wish to thank them for such a grand help. We start back to work the 14th of May, and then for 17 months and then what? Who knows? But you'll always find No. 602 ready to fight and believe me Brothers we have learned how to fight and maybe next time it will be different. We hope so any how.

For the friends of Brother James W. Russell who was killed here a few weeks ago we wish to state that we have done all we were able to. He was a member of Local No. 18 of Los Angeles, Calif. He was hit by 44,000 the first day he went to work. If any Brother wishes any further information concerning this Brother, just write Local No. 602, Box 143.

As far as work around here goes, it's pretty slow, but we hope to place our men the 14th, let's hope so. Now we don't want the Brothers to think we don't want travelers, but fellows, there isn't anything around here, and if we can have a little chance we will come out all O. K. So if any Brother figures on coming to Amarillo, we will do the very best we can, although we have placed on the 90 day clause.

Well, Brothers, I guess I better ring off the blues and maybe next month I'll have some real news for everybody.

PAUL RUSSELL.

**L. U. NO. 683, COLUMBUS, OHIO**

Editor:

We have had our annual election of officers. I notice quite a turnover in our election. We hope the incoming officers will take their work seriously and help construct rather than tear down.

Our meeting quarters are now on the third floor of the Clinton Building, on Chestnut and High Streets. We have a nice, spacious hall. I think it much better than the old. There is considerable construction work under way in Columbus but, unfortunately, we only control a minor share. However Local No. 683 has made strides since its inception that are evident. We have a small, staple membership that is long-headed enough to realize the benefits of organization, and the good things the International offers us—such as insurance and pension.

Local Union No. 683 has boosted the wages of the open shoppers just as much as that of the membership. Some day the non-union element will show their gratitude by placing themselves in a position to do their part. To travelling Brothers, would say that we have no inducement to offer at this time. All the progress we have made is due to the combative spirit of a few leaders. Now, Brothers, if you wish to get anywhere, you get there through this combative spirit of willingness to fight and die for a principle, as exemplified by the leaders of all mankind, has given us more of a place in the sun.

Brothers, this combative spirit is contagious. If you attend meetings regularly and come in contact with a fighting personality you will acquire the same properties.

When the entire membership of the local has this spirit strongly developed we will move like a steam roller, stopped by nothing. Then and then only will we have ideal conditions.

GEO. G. EARNER.

You cannot believe in honor until you have achieved it. Better keep yourself clean and bright: you are the window through which you must see the world.—G. B. Shaw.

**L. U. NO. 728, FORT LAUDERDALE, FLA.**

Editor:

After missing last month I will try to get something in this time to make up for it as I know some of the former members of 728 look for a letter each month and also some of the present members.

I have nothing to offer to the Brothers that are looking for work in this section this winter. If we have work for the membership we will be mighty lucky but we don't expect that—most of our Brothers are trying to get located at something else. It looks like a good farming year and I think several of the Brothers are expecting to become bean and pepper kings in the next six months. Although business conditions are reported fair in Florida by a survey of the *Nation's Business*, we in the building game have not been able to notice any change over last year; however, this is largely due to the fact that most of our towns and cities were built to take care of an abnormal condition, so, with general business conditions below normal we find ourselves with a great overstock of homes, store rooms, and office buildings and warehouses. So we will not be able to accommodate an influx of mechanics in the winter season until we can build our natural resources up to the point where we can support enough people the year around to begin to take up the surplus buildings and farms. These things can only be brought about in time. We like to see all the boys in the winter and know that they want to be here but they did all the work in 1925, about three years and a half worth, so I want you to take this to heart, if you can come to Florida and spend the winter without doing any work come ahead and we can show you one of the best times that anybody ever had. Wire us when you are coming and we will be on the lookout for you and see that you enjoy yourself while you are here. But you are not going to be able to finance that Florida trip and vacation in Florida this winter. Now, Brothers, if you don't believe this, it is strictly up to you, and luck to you.

Well, well, things are moving along on the east coast; we are getting ready for a big winter program all along the east coast. Now wait a minute, Brother, this is a social program, promoted (at least we expect it to be) to make better union men out of the boys and give them a chance to get acquainted with the Brothers up and down the line. Saturday, August 25, we had a big convention in Fort Lauderdale. Committees from Palm Beach and Miami met with a committee from Fort Lauderdale. Now, Brothers, getting those three outfits together to work out a way to promote better social relations and bring about peace and tranquillity in its highest form is what I call a big convention.

Nevertheless, we are going to have it and when the '29 convention is over the delegates from your respective locals will be able to tell you about something in that line that they learned from observation.

Well, Brothers, if you like it tell us and if you don't like it I don't care who you tell. See you next month.

EARLE L. WARREN.

**L. U. NO. 731, INTERNATIONAL FALLS, MINN.**

Editor:

Our local has not been heard from through the JOURNAL for some months. Well, this is vacation time, and press secretaries are entitled to a rest like other people. Since my pen has had a brief rest, and the writer's cramp has left my wrist for a time at least, I feel that I owe it to our Brothers to let our local get into print once more.



We have not much to report. Those of our members who are working find enough to do to keep in practice, and those who have been laid off through lack of work, have found work at other callings. The paper industry is running on short time now, and that affects us as well as other news print centers. Some workers have been agitating for a five day week, but the paper mills have gone one better than that and are giving a four day week. If that meant a full week's pay for four days' work few workers would complain, but in this case the pay check is as short as the week, and that means short at both ends. However, the electrical workers here are working six days a week, and some seven, so that helps out in the matter of meeting living expenses.

That we are now in holiday time is evident by the number of long distance cars we frequently see on our streets. We have them from as far away as Texas and Florida. This shows that people of the south know where to go to find the cooling breezes and restful nights so necessary for recuperation after months of toil beneath the southern sun. Our numerous lakes and streams in a country given over largely to woodlands afford the city dweller a place in which to find relaxation "far from the madding crowd."

Canoeing and fishing are agreeable pastimes, and rugged spots in the wilderness offer refreshment in an abundance of wild fruit.

Our highways are being improved each year, so that this retreat is now accessible to motorists from all quarters. If any electrical workers should come this way just drop in to see us, and we will do our best to give you a pleasant time.

C. S.

#### L. U. NO. 912, COLLINWOOD, OHIO

Editor:

I have just learned of the death of Brother E. J. Evans, International Vice President, and Local No. 912 joins in extending our deepest sympathy to our departed Brother's family. Organized labor loses a tireless worker and a staunch friend.

We are enjoying a nice large attendance at our meetings these days and the Brothers are learning to get up on their hind legs and talk. Brother Hart waxes eloquent quite frequently. We have a substantial concrete floor in our hall, the walls are thick and our bouncing committee is suffering from lumbago so the coast is clear for some of these Brothers who have a kick to get up on their feet and let 'er go. Call a spade a " " shovel if you want to but get it out of your system and don't rant and rave on the job. You are the local as much as any other electrical worker composing the membership and if you don't come up and put a shoulder to the wheel and help run it how in h—do you figure you have any kick coming. If you take a "Let George do it" attitude, why kick if George slips one over on you occasionally?

We are still organizing, just took in the entire car shop gang at 20 bucks per member and are still wondering when a certain International Organizer will complete the deal. Our by-laws call for \$25 initiation fee which has been paid by new men going to work since the increase in the initiation fee, so why discriminate and attempt to cover same up by charging difference to the organizing fund? Such juggling of local funds causes dissatisfaction and lowers the morale of an organization. We assume an electrical worker to be an intelligent man with a fairly keen perception of right and wrong, so why try to insult

his intelligence trying to cover up an off-color deal in a bungling manner?

Our educational committee is still functioning and has arranged some very interesting lectures this past year. If you see a new candidate with a worried look on his face and the end of his pencil chewed off, he has been filling out one of Al. Rossman's "Why is Electricity."

Brother DePaul is slowly recovering from the Elkhart Convention and has begun to talk about the howling league once more.

This fall we will have the opportunity to go to the polls and cast our vote for a bunch who will make the laws to govern this country of ours. Back in 1776, our great grandfathers chased the redcoats in their bare feet with an old muzzle loader in their hand, to get the right to do their own voting, now a lot of us are too damn lazy to amble down to the corner and enjoy that right. Well, my tank is empty. Goodnight.

BILL BLAKE.

#### L. U. NO. 916, MELBOURNE, FLA.

Editor:

I wanted to write Brother Warren of L. U. No. 728, and inform him that our section of the east coast was in the same condition as the Fort Lauderdale section, our members not at work, or working less than half time and at every sort of odd job, some of us doing practically nothing for months, but we can tighten up our belt and grin and enjoy the finest summer as well as winter climate to be found anywhere in these good old United States, so I concluded to take this means of telling the membership at large that working conditions are rotten here.

Being idle and in a reminiscent mood, I see myself turning the leaves of each issue of the JOURNAL, of five 10, 15, 20, 25 and 30 years ago and finding the same note in each, but conditions adjusted themselves then and will do so now, so why worry?

I also want to use the columns of our JOURNAL to celebrate an anniversary, if you will allow me to do so.

I was initiated in the I. B. E. W. on December 1, 1898, at St. Joseph, Mo., in old L. U. No. 40, and I want the Brothers who were members of the Brotherhood at that time and are still in good standing to write me a card or letter; would like to get cards from any of those Brothers with whom I worked and associated at that time, especially. Hoping that this plan of celebrating our thirtieth anniversary will meet with the response that I desire, I am

Fraternally yours,

HARRY TRIPP,  
Recording Secretary.

#### L. U. NO. 1002, TULSA, OKLA.

Editor:

Well, this will be or ought to be the best issue of the JOURNAL this calendar year.

I think Labor Day has a great deal to do with the spirit of the union men. Just at a time when vacations are about over, and winter coming on, if the letters in the JOURNAL help to get more interest at meetings and more feet in Labor Day there is something accomplished. I think a good scribe can do more good telling the readers what can or might be done, than to load them up on the past. Of course we are all has beens, but it is not what we used to be, but what we are today, and tomorrow and tomorrow.

To Oklahoma Brothers, members of No. 1002 are going to Oklahoma City, Labor Day to participate in the state Labor Day parade and I want to say now that there will be plenty of room behind No. 1002's ban-

ner and we are asking all who will that have no banner to get in the parade with No. 1002. Now fellows, don't let anybody hear you say our boys won't turn out or we haven't got a banner, because you have a perfectly good invitation to walk in the parade with a bunch of good fellows, and if No. 1002 is not there 100 per cent it will not be my fault; if I could pass a law to have all members of organized labor get in the Labor Day parade I sure would do it. Of course it might be like the law that Bill Rogers and I got Congress to pass that is supposed to keep the Oklahoma Rivers and streams in the banks, and not overflow the lowlands, but I don't think it has taken effect yet.

Hey you, narrow backs, the next time you see a letter in the WORKER that says "all the Brothers are working," take a little time to see if it is a linemen or wireman writing and then use a few cells of your gray matter. Linemen don't work like wiremen, we as a rule don't have a waiting list of five to 30. If you fellows would use your brain a little you would not have to pay a business agent so much for the use of his brains.

Wiremen have been coming into No. 584 jurisdiction like wild geese in flocks and droves, and say I see in the WORKER that everybody in Tulsa is working, and then you have to use the B. A.'s brains again.

Well, this is the letter that will show the members' loyalty to their obligation. If the readers will recall about five months back, I challenged the scribes in an attendance contest for the second quarter of this year, and proposed to take their count for I expect them to take mine. At the beginning of the second quarter No. 1002 had 57 members paying dues and 13 meetings, with 265 present gives us 35½ per cent attendance.

Well, don't expect to win but we sure will tie some of the locals. If all the members of the Brotherhood were like the few that (George says) run the local we probably would not have had a union, for the men would be so loyal to God and their fellow man that such would not be needed and that would be loyalty.

Now fellows, let's get out in parade Labor Day and make this the greatest in the history of A. F. of L.

(Let Brotherly love continue—Hebrews 13:1.)

O. L. WOODALL.

#### L. U. NO. 1037, WINNIPEG, CAN.

Editor:

Well, the holiday season has about come to and end and most of the boys are acquiring the old habit of wearing overalls again. What a wonderful relaxation in the strenuous game is two weeks' vacation. Two whole weeks, with pay, away from the eternal grind. I wonder how many employers realize what they gain by giving the staff a real rest. I spent mine around the lakes of Minnesota and I and my better half and family sure enjoyed it. With only one day in the Twin Cities, I was unable to look up the press secretary, Brother Waples, of Minneapolis.

Work has been very good up here this summer. Everybody is working and will be, I guess, till the cold weather comes. The prairie provinces are reaping and threshing the biggest crop of wheat in their history and prospects are fairly bright.

We have here in Winnipeg the Honorable Ramsey McDonald, leader of the Labor party of Great Britain, and ex-premier of that country. I hope all of you who have radio sets tuned in on CKY, on August 16, and listened to one of the finest speakers of the present day.

We have had a whole chapter of accidents.



Brother Audette fell over a 2,200 volt wire and got burned badly, but he is improving. Brother J. Spencer got mixed up with an automobile and is still unable to work. Brother J. W. Woodman is out of the hospital with his rheumatism and is resting at home. He is improving. Brother J. Casey got a flash of 2,200 volts, which burned his shirt off and took some hide with it. He also is improving. I hope next month to tell you they are all working again.

IRVINE.

### L. U. NO. 1154, SANTA MONICA, CALIF.

Editor:

I will seek some more of your space for the benefit of the followers of the correspondence columns or a message from Local Union No. 1154.

Well, the busy season is here but not all that should go with it. As a general rule, this time of year sees our boys going their 44 per week with a little overtime now and then. It seems that big business always hangs on a high hook during a presidential campaign. It seems President Coolidge has only got his machinery well oiled up when it is time for him to step from the chair. It seems that an eight year term is more in order, figuring the obstacles that are tossed in the president's routine of work by mixed cabinets, etc., although what I don't know about politics would outwit an edition of Webster's. But I do know that every four years the entire country goes hay wire and the poor wire jerker has to mark time till something drops and mortgage everything even up to the pet cat. 'Tis often said one should accept the bitter with the sweet; what a relief it would be to expose some of those that get the perpetual sweets! The remark was made publicly throughout the United States only a short time back that you couldn't punish a man with a million dollars and I guess that has been proven, so it is take it or leave it.

Our local had the pleasure of having one of our old members make us a visit. He is of Irish descent and in giving him a name they must have used the color code. He hails from San Bernardino, Calif. He gave our boys a short talk during the good of the order and all about their system of knob and slob, as they call it. The only difference is our work is all pipe and as much slob as you can get by the inspector with.

As I understand it, Brother Green is in the chicken business. Imagine a knob and slob artist hunting eggs.

At our meeting of May 2 we had the pleasure of listening to Mr. George Rankin of the California Electrical Research Association, representing the Red Seal plan or sponsoring Electrolysis Association, also Mr. Arthur Ogelsby preside as chairman of the meeting. More power to their plan. It seems if we could keep the contractors on a standard basis in California the working conditions would be 100 per cent for the men handling the tools.

Well, I have just returned from the local and got razed for not donating to these columns more liberally. Wish the Brothers would start a collection to buy the press agent a typewriter.

Our business agent, Brother A. P. Speede, has been showing some high powered stuff in the past two months. Brother Speede was honored with the obligations as organizer deputized by T. C. Vickers, our International Vice President. Brother Speede organized the city of Santa Ana, Calif.; signed up 18 out of a possible 20 and is making the place close to 100 per cent and their little local is all set and going good at this writing.

Well, our president is back again. Choir

practice is all over—yes, our organizing campaign is all over. That's that. Yes, as the tables were laid before us, we started making big preparations for the rush; rustled more seats, moved out some petitions and had everything setting fine for the rush. We were just about to pass a resolution to have our executive board sit in session eight hours daily at the regular wage scale and the press agent was expected to get a new typewriter in order to properly convey all of our news to the WORKER, in which we expected to reserve a double page—and then someone spilt the beans. Anyhow we are still here to explain the grand rush and how well we handled it and I have been requested to extend a letter of thanks to our organizing Brothers for their untiring and most efficient efforts in the way the campaign was put over and swelling our ranks to the utmost. To these Brothers we extend an unlimited volume of thanks: Brother T. C. Vickers, Brother Shuck, Brother Noonan, also Brother Dwyer, past business agent of Local No. 83.

Some time back a Brother asked me of a version of the electrical industry and here I will try to answer it. What is business? The buying and selling of merchandise in some form or other, the greatest and most interesting occupation in all the world. The most wicked and merciless power for destruction. The most gigantic in its resources. Success—What is success in business? Is it merely the making of money? We say no, a thousand times no! Is the man that makes the most money the most successful business man? Not necessarily. So, if he makes the most money in addition to the highest attainment in other things that make for success, well and good. In desiring to take place in our local community business life in the electrical industry, we must lay down for ourselves two alternatives—fair contracting, efficient workmen, or stay out. Our conception of business is that of a ministry and if we do not realize the policies, ideals and business standards of the electrical industry long since traditional we should have sought other channels in business for service. That word service is the keynote in the electrical business and the ministry of successful business. Without that you have no excuse for a business existence. Wretched is the man to whom business is only a bread and butter proposition. As I said before, we know nothing of electricity, but out of life's school of hard experience we have learned some of the cardinal principles of the electrical industry, which, no doubt, will apply to the business as to other lines. We have learned the value of ideals, right policies and high standards and have come to understand more fully the co-operation of the Brotherhood of Electrical Workers. As the years roll on our faith in human nature holds fast and takes unto itself the increase. If we can leave with the group of workers gathered about us strong purposes for high ideals of social and business life, standards of the highest order and policies founded on pure motives for service to our union Brothers, in other words leave with them a full understanding of the ministry in business, our contribution to the electrical industry, though it be small, will not have been in vain.

O. B. THOMAS.

### SEEING AROUND THE EARTH WITH MADE EYES

(Continued from page 470)

Lantern slide W is projected on the screen by a projection lantern. Either in front of or directly back of the objective is interposed a scanning disk. This disk shuts off all light from the slide except that passing through one of the holes as the distance

between the holes is equal to or greater than the beam of light entering the objective. When the disk is slowly rotated the screen is traced by a series of light spots, one entering the upper edge as the preceding one disappears at the lower edge. One after another these spots move down until on the completion of one revolution of the disk, the entire picture is covered one spot at a time.

### Spots Fuse

If now the disk be rotated 16 to 18 times per second the series of spots no longer appear separate. In fact the disk itself is invisible, but there appears on the screen a reproduction of the lantern slide. The impression produced by the light passing through the first hole is followed almost immediately by impressions formed by light passing through the other holes that a continuous image results just the same as when a child produces a circle of fire by whirling a live coal on the end of a stick. To transmit a picture by a combination of these devices all that needs to be done is to substitute a photoelectric cell for the eye and to have the light reflected from the screen incident on this cell. The electric circuit from the photoelectric cell is then connected to amplifiers and then to the modulating circuit of a radio transmitter as already explained in preceding articles. The scheme of connections is shown in Fig. 3.

Every time one of the spots of light passes over the dark and light parts of the picture light of varying intensity is reflected. This light gives rise to an electric current in the photoelectric cell, and the varying intensities of this current correspond to the varying intensities of light. The modulated electromagnetic wave emitted by the broadcasting station has an envelope or shape which corresponds to the fluctuating light reflected from the screen.

At the receiving end the electromagnetic wave actuates a standard radio receiving set just as in radio-telephony, but in place of the telephone receivers or loud speakers a neon lamp is used. The amplified current is delivered to this lamp and its light fluctuates with the varying intensities of current reproducing the features of the picture just as the diaphragm of the telephone receiver reproduces pulsations of air waves. Fig. 4 shows the scheme of connections at the receiving circuit. The neon lamp is then viewed through a scanning disk just like the one at the transmitting end and rotated in synchronism with it.

As the picture is scanned 18 times per second, the light of the neon lamp passing through a particular hole will vary in intensity just as the light passing through a corresponding hole at the transmitting end varies, and 18 complete cycles of light fluctuations per second are impressed on the beholder's eye. The eye, by its persistence of vision, blends these 18 complete impressions into a continuous visual image.

### Blind May See

In both radio telephony and television modulated electromagnetic waves carry the energy from the transmitting station to the receiving station. The physical principle of the two methods of communication are essentially the same, the difference in the mechanical elements of the transmission and reception are due to the medium that is used in modulating the transmitted wave and then detecting or translating it at the receiving end. This difference is brought about by the fact that man has two senses, hearing and seeing, and the form of the transmitted wave must be translated to effect the sense of hearing in one case, and the sense of seeing in the other case. While no scheme of com-



munication with the deaf and blind by radio has as yet, to my knowledge, been devised, it may be possible to translate modulated electromagnetic waves so as to affect the sense of feeling. When that is done the blind and deaf may also receive radio messages.

It is quite obvious that to transmit the picture of a large object or scene such as a foot-ball game, or Tunney and Heeney fight, directly would require an enormous scanning disk run at an excessively high speed. This difficulty is overcome in a measure by projecting the scene on a small plate such as the ground glass plate a photographer uses in focusing his camera and then scanning the image.

Thus according to the philosopher the range of the human eye has been extended, not to the remote stars as with the telescope, but to the remote regions of the mundane sphere. But when one sees around the world with his physical eye, he likewise visions the divine in man.

## NEW TERM FINDS LABOR SCHOOLS FACING FORWARD

(Continued from page 461)

Educational Association and to place at the disposal of those present all the facilities of which the association is so fortunately possessed through its co-operation with the University of Toronto. An effort will also be made to organize classes in public speaking, economics, civics, and any other university subject for which there is a request, to be conducted at the Labor Temple throughout the next term.

DRUMMOND WREN,  
Secretary-Treasurer,

Workers' Educational Association of Toronto.

## COMMONWEALTH

Commonwealth College, located at Mena, Ark., the only independent, self-governing resident labor college in the United States, will open on Monday, October 1, for its sixth school year. The college is governed, managed, and held in trust by members of Local No. 194 of the American Federation of Teachers.

Every student of labor realizes that workers' education is still very much in the experimental stage. It would be a very bold person indeed who would state dogmatically just what methods of teaching were best for the poorly paid adult worker, or just what courses will give him the preparatory foundation, the cultural orientation, and the technical training needed for the most effective service in the labor movement.

Commonwealth has been, is, and will continue to be an experimental labor college. Its founders set out five years ago to try to determine the teaching methods and the course of study best fitted to meet the needs of inadequately prepared adult workers who wished to fit themselves for more effective service in the labor movement, and also to find out whether it would not be possible to put higher education for workers on a self-supporting basis.

During the past five years the faculty of Commonwealth has been making a study of the needs of the adult workers who have entered for study. Experience has shown that the first year is all important. Experiments have been conducted in teaching methods and in content of courses best fitted for the first year students. During the past two years members of the teaching staff have taken individual adult workers who lacked formal education beyond the grades and by putting them through a year of intensive tutoring in

courses based upon their individual needs have prepared them to handle the college work satisfactorily.

Consequently, on a basis of experience and experimentation the faculty has decided to do away with the preparatory department with its two years work and to substitute in its place an orientation year which will consist largely of individual tutoring in such subjects as English, history, unified mathematics, introductory economics, and elementary science with an opportunity to take typing and shorthand.

The college courses, which are open to all who have a high school education or its equivalent, or who have completed the work of the orientation year at Commonwealth, will follow the schedule of the past year with the addition of some special courses. The academic work is divided into five main groups: the science group, which includes mathematics and statistics; the English group, which includes composition, journalism, literature and public speaking; the social studies group, which includes history, economics and sociology; the psychology group, which includes social and educational psychology; and the law group, which includes all branches of the law and aims to fit the student for passing the examination for the bar.

For 1928-1929 the science work will be handled by F. M. Goodhue; the English group by William Cunningham, Mrs. William Cunningham, and Mrs. E. C. Wilson; the social studies by William Edward Zeuch and Kate Richards O'Hare; the psychology by E. C. Wilson; and the law courses by W. C. Benton. All members of the faculty will co-operate for the tutoring work in the orientation year.

Dr. E. C. Wilson and his wife, Alice Owings Wilson, are new members of the teaching staff. Both are graduates of Milligan College and have taken graduate work in several universities. Mr. Wilson took his doctorate in psychology and education at Clark University under G. Stanley Hall. Both Mr. and Mrs. Wilson are experienced college teachers.

New courses of especial interest to be offered next year are a laboratory course in labor journalism offered jointly by Mr. Cunningham and Mr. Zeuch, a course in criminology offered by Kate Richards O'Hare, and two courses, one in Imperialism and another in power economics, offered by Dr. Zeuch.

During the year, aside from a heavy teaching schedule, Dr. Zeuch and Mrs. O'Hare completed a book entitled "Communal Living," which embodies their experiences and conclusions drawn from five years of actual living in communal or co-operative groups. Mrs. O'Hare has also been revising and enlarging her book "In Prison" so as to fit it for text book purposes. Dr. Zeuch has found time to do some research toward the formulation of his approach to the field of economics which he entitled "Power Economics."

A great deal of time during the last half of the past year has been devoted to the raising of a maintenance fund which will insure the continuance of the Commonwealth project. The campaign for the fund has been successful.

The past year has also been marked by a growing interest in Commonwealth by the official trade union movement evinced by official endorsements by state conventions and by the granting of financial aid from trade union groups.

Any worker of mature years who can readily and understandingly read a newspaper and who wishes to prepare himself or herself for greater service in the labor movement is eligible for entrance to Commonwealth.

Requests for application blanks or letters

of inquiry should be addressed to the Director, Commonwealth College, Mena, Ark.

WILLIAM EDWARD ZEUCH.

## GARMENT WORKERS

The educational activities of the International Ladies' Garment Workers' Union are so directed as to give the worker a consciousness of the social force which the labor movement is in modern society. At the same time our program makes an appeal to the worker's personal development. Our sociables, too, serve a double purpose. While they satisfy our members' craving for sociability, they, at the same time, stimulate good fellowship and the collective sense. Our members begin more and more to realize that while they may find it financially difficult to satisfy their artistic cravings as individuals, they can achieve this collectively through the efforts of their union.

Of outstanding importance is our attempts to provide activities for the wives of our members, because this meets their needs as women, mothers and housekeepers. Indeed, our educational activities extend far beyond the classroom into a wide field which we term "workers' education."

Our educational department is planning for the next year a number of activities. We expect to give a course that will interest the worker in the place he holds in our modern civilization so that in the light of world events he may learn to solve his own labor problems through the study of labor control, shop economics, unemployment insurance, women in industry, labor banks, the co-operative movement, company unions, workers' education, and other subjects of equal interest and importance to the labor movement. Special attention will be given to the development and problems of the women's garment industry. These will be discussed by specialists in each field.

We are living in a transitory period. The policy of the labor movement must keep step to meet modern conditions. If we are to get the support of the masses, this must be explained and interpreted to them. This end will be met in the course—Trade Union Policies and Tactics.

We have spared neither energy nor effort to interest our members in the economics of the women's garment industry in which they are employed. A survey of conditions will be presented that includes an analysis of the rise to prominence of sub-contracting and "outside" shops; the attempts of employers to escape union control; mechanization of the industry; the history of the shorter work week; the higher wage rate and unemployment insurance in the industry. The shops are used as the cases for study of American methods of production and distribution as well as waste in industry, financial control, interlocking, and absentee ownership.

Each group in society is much concerned with the psychology of its members. We, too, believe that the active workers and officers of our organization should understand the psychology of the labor movement. We expect that this will help them in their daily intercourse with their fellow workers in their shops—organized or non-organized—to win them over to their ideals. To achieve this, a course will be given in fundamental laws of the human mind and common mistakes in thinking.

No one disputes that literature not only interprets life but foretells the approach of great events in our social and economic life. An attempt is being made to provide our members with a course in contempor-



ary American literature—a study principally of the social forces underlying the changes in the current American novel and drama.

Our program for the coming season will further emphasize the education activities for the wives of our members. We feel that with the assistance of women intelligently equipped, a better future for humanity can be achieved. As workers, we want our children to understand the aims and policies of the movement to which their parents gave their whole lives. Who can more effectively give this instruction to the coming generation than its mothers? But if the labor movement is to win the full-hearted support of the wives of its members, they must be taken into the confidence of the organization and inspired to realize their importance as a social force. They must feel, moreover, that with this fuller information about the affairs of the organization, they become more truly their husband's comrades; trade union experiences are more frankly shared with them. With this new consciousness of their importance, they will be willing to give their time, their practical common sense, and their influence to aid the labor movement in its daily struggles.

We are planning for next year to continue our entertainment and recreational activities as an important part of our educational work. We will arrange entertainments consisting of musical programs, group singing for our members and their families and dances in the evening for the younger folk. This will serve the excellent purpose of bringing the various union groups into closer contact. Last season, for instance, we staged the dramatization of Walt Whitman's poem, "The Mystic Trumpeter." This is the poet's great vision of humanity's future in which he voices his hopes and aspirations for the race. The pageant required 150 characters. In addition to our members in the cast, there were also members of the electrical workers, lithographers, Pullman porters and bookkeepers unions, and Brookwood students. Our members took pride in the fact that it was our International that staged it for the first time, and members of other unions were delighted that it had been done by a local union.

Our plan for next season is to dramatize and perform important events in the history of the labor movement. We are doing this because of our belief that workers' education expresses itself in many ways. We believe that the introduction of pageants and dramas fills a distinct need. Such performances stimulate in the younger trade unionists a greater interest in the movement and attracts the old people to whom it will be a reflection of their own experiences. To all these activities are admitted free our members with their families as well as members of other unions.

We realize that the accumulation of our experience and knowledge will be more effective if it is not confined merely to our Educational Department. Therefore, in accordance with instructions of our last and previous conventions, our International—through our Educational Department—will continue to support and actively participate in the further development of these expressions of workers' education which are important to the labor movement. We have helped to found the Workers' Education Bureau, for instance, to serve the labor movement by organizing labor colleges and workers' classes, and by publishing books and pamphlets for them. Our International always maintained and should continue the scholarship at the Brookwood Labor College in the United States, and its summer insti-

tutes and week-end conferences are an important contribution to the labor movement; we actively participated in the formation of the Pioneer Youth of America, an organization which provides activities for workers' children, which leads to their mental, physical and spiritual development in the most inspiring environment; which tends to develop in them initiative, which awakens their creative instincts, and stimulates in them an interest in the labor movement. Our International has also aided in the founding of Manumit, a resident school for workers' children, because we believe that the labor movement should participate in modern experimental education with a view of placing its results at the disposal of its members so that they may be inspired to work for the necessary changes in our public school system. Our Education Department has actively participated in the development of Labor Age, a monthly publication, since it started. We appreciate it because it devotes its columns to every phase of the American Labor movement. It is especially noted for its articles which have exposed the new American invention of company unions. We actively participated in the establishment of the Workers' Art Scholarship Committee to assist workers with artistic talents to express themselves. This committee has established a scholarship for study and travel abroad for worker students who are promising artists. The labor movement in this manner expresses its interest in art.

In accordance with further instructions of the convention of our International, we will continue to publish pamphlets on various subjects that may be helpful to workers' classes. The pamphlets that already appeared are:

1. "The International Ladies' Garment Workers' Union and Workers' Education."
2. "An Outline of Social and Political History of the United States," based on a course given in our workers' university for many years. Both of these pamphlets are by Dr. J. J. Carmen of Columbia University.
3. "Trade Union Policies and Tactics" by David J. Saposs, of Brookwood College faculty. This, too, is based on a course given by the author in our classes for several years. We have prepared a series of articles on:

1. "Workers' Wives."
2. "Organization of Women."

We are now preparing an outline of the Economics of the Women's Garment Industry, and a primer on the I. L. G. W. U.

During the summer months we arrange educational and recreational programs in Unity House, Forest Park, Pa., our vacation home.

There, in the open air grove, overlooking the beautiful mile and a half lake stands our open air theatre, Greek style. Several mornings a week persons prominent in the field of economics, sociology, psychology, literature, art, drama, and the affairs of the day come to discuss them. The talks usually end in informal discussions in which an audience of over 400 take part.

Our guests can spend many pleasant hours in the library and reading room with its files of leading dailies, stack of current magazines, and thousands of books on social, economic, labor questions and fiction.

Recreational activities are arranged under the supervision of experts and social directors. These consists of boating, swimming, tennis, baseball, bowling and physical exercises. Hikes and trips to all points of interest are arranged.

All this is offered at a minimum rate to our members and their families, and to

members belonging to other international unions, as Unity House is owned and operated by the International Ladies' Garment Workers' Union on a non-profit basis. Thus its members and friends realize that service is more of an incentive to effort than profit.

Our Educational Department attempts to impress upon workers that no mind is too old to learn, that just as our muscles grow flabby if they are not exercised, so and even more is true of the brain. The more the worker puts his mind to union activities and study of social and economic and labor conditions which affect his life, the more he will develop mentally; and the more he thinks of the problems which confront him, as a worker, the more joy will he get out of its solution. We advise the workers to keep physically and mentally healthy and enjoy the fullness of life.

I cannot conclude without emphasizing our opinion that workers' education must not imitate the conventional methods and aims. We believe that to be effective worker's education must be dynamic. It must inspire the worker with a new spirit of militancy. Only in this way will it give him a consciousness of the social force of the movement which is at the back of him. Conscious of moral power which it is able to instill in him, he will be able to gauge the strength of the collective power of his group.

FANNIA M. COHN,  
Director.

## PENNSYLVANIA

The Department of Workers' Education of the Pennsylvania Federation of Labor is planning its most active campaign this season for the organizing of labor colleges, workers' study classes and other forms of educational activities. If the labor movement is to progress and receive its just reward, it is quite evident that the local unions must give some time and consideration to the formation of study classes. Workers' education will train the workers to think fundamentally on their social and economic problems and how to function more effectively in the labor movement.

The outstanding accomplishment of the educational department this past season was the organizing of three labor colleges. A labor college in this sense may be termed a centralized group of workers and educators, or a permanent organization, for the purpose of gathering and distributing educational literature, organizing and conducting workers study classes and to carry on a general campaign of education among the workers of that district. The first of these labor colleges was organized in Pittsburgh on October 30, 1927. Two classes operated under the auspices of this college until the close of the season April 30, 1928, with an enrollment of fifty-four students. The subjects taught in these classes were economics and public speaking.

The second labor college was organized in Shenandoah on January 29, 1928. Two classes operated under the auspices of this college until the close of the season May 30, 1928, with an enrollment of sixty students. The subjects taught in these classes were parliamentary law and public speaking.

The third labor college was organized in Wilkes-Barre on March 4, 1928. Two classes operated under the auspices of this college until the close of the season May 30, 1928, with an enrollment of sixty-six students. The subjects taught in these classes were parliamentary law and public speaking. All three of the above named labor colleges will re-open their study classes on or about



October 1. Other subjects will be added to the curriculum just as fast as the students desire them.

The labor colleges have proven so successful that organizations from other cities are now sending in requests for the services of this department in order that they may establish a labor college in their localities this coming season, and that service will surely be forthcoming. The Department of Workers' Education is for the purpose of aiding and assisting any organization or group of workers who wish to organize study classes or any other form of educational activities. It is the desire of the educational department to establish a number of local labor colleges through the state this coming season, and we appeal for the assistance and co-operation of the labor movement in order to bring that about.

The above method of organizing a labor college does not prevent any local union or group of workers from organizing a study class of their own. Many local unions set aside a part of their meetings for the discussion and study of important problems of their union and their industry. Many local unions organize study classes of their own membership in order to study their by-laws, constitution and working agreements, and the director will gladly assist any organization or group of workers who wish to proceed along this line. The labor college has proven to be the most successful method of developing workers' education, owing to the fact that three regular elected delegates from each local union and organization, become the governing body of the college. This method of operation removes the expense and responsibility from the local union or the individual and places it upon the labor movement as a whole where it rightfully belongs.

The majority of workers who have attended those classes the past season are very enthusiastic about the possibilities of workers' education, and have begun to realize that workers' study classes will give them the opportunity to study their social and economic problems, and they feel it is the duty of the labor movement to supply this great need. If the workers are unable to leave their work in order to attend school, it is up to the labor movement to send the school to them. The machinery for workers' education in those localities has been installed and the assistance and co-operation of the labor movement will enable this machinery to function for the benefit of the workers as a whole.

LEONARD CRAIG,

Director, Dept. of Workers' Education.

## PHILADELPHIA

According to the best records available, September, 1928, will be nine years since the Labor College of Philadelphia was first organized as an institution fostering educational opportunities for members of organized labor. It is entirely beyond any one's ken to know exactly what was in the minds of those who first organized this work. Nor is it necessary that such information be available. It may be of interest but of doubtful value. After all, even today the meaning of workers' education is in a state of flux, though assuming a more concrete form. The important item to consider is what have been the practical accomplishments of the College as season followed season with their classes, meetings and general educational activities. What have the students, all workers and practically all members of trade unions, done with this knowledge made available to them?

At first blush it may seem that much

wasted effort was spent in this attempt to bring education to the workers as an aid to the solution of their problems. Looking back over these same nine years we find no outstanding achievement upon which one could place a finger with assurance that here is evidence enough—evidence concrete and specific—of the value of the work the Labor College of Philadelphia was doing. The same problems that perplexed the workers nine years ago trouble them now. The difficulties that beset labor generally the country over are also found to exist in Philadelphia, some of them even in a more aggravated form. Unemployment, weakness of organization, low wages, hours comparatively long, the injunction, unwarranted interference in lawful activities, apathy, disinterest and a tendency toward disintegration are incidents of the Philadelphia labor movement which seem to challenge every argument ever raised in defense of workers' education. If these things be true, and if for nine years we labored in this educational vineyard with no better results, what really is the use of giving up all of this time and energy for a cause that seems doomed to impotency?

The answer, of course, is not that workers' education has failed but that the movement has not become widespread enough to make itself adequately felt in the development of means and methods with which labor is facing its problems. Were we back in medieval times, and were Philadelphia a city-state, dependent upon no other resources but its own, such an institution as the Labor College of Philadelphia could very well be held to account for the manner in which those it attempted to enlighten satisfactorily met the arising issues. But every one knows that one city cannot in this day be cut off not only from all national influences but from world influences as well. A solution of all the problems must be found in a general national plan wherein the enlightened and scientific opinion of labor could be utilized everywhere in a mass effort towards mass advancement. The Labor College of Philadelphia, in the course of its existence, has opened up many avenues of thought and opinion among the workers with whom it came in contact. If such opinions were given the opportunity of nurture in favorable soil, they probably would have flowered forth in successful accomplishments. But at best such thoughts and opinions found little encouragement if and when timidly they were brought to light. Most of them died from lonesomeness. A thousand labor colleges the country over would have stimulated creative thinking to an extent equal to the need of the movement. Mass education, as workers' education of necessity must be, can be successful only when there are actually masses being educated. The Labor College of Philadelphia, through the workers who have been and will participate in its education, shall eventually solve all the problems enumerated—provided there are a thousand and one other colleges to help do the job.

Yet what has been done in the process in Philadelphia has not all been negative. Locally, for a little group here and a larger group there; for an individual now and then, the work of the college has been a positive factor. Successful wage negotiations in many instances were the culminations of earlier training in workers' classes. Proper presentation of arguments, satisfactory publicity, better directed meetings found their inception in labor college study courses. New worlds and new inspirations germinated somewhere in a discussion organized by the college. Mental effort, conflict of opinion, laying prejudice bare, grappling with problems rationally, arousing the question mark—for all of these the labor college can properly claim credit. And if there is anything worth

while in influencing workers to do their chores (union chores) better, and if there is anything worth while in awakening the mind to question and to discover, then the Labor College of Philadelphia can lay claim to some acceptable contribution.

In a still larger and more inclusive sense the effects of nine years of workers' education can now be felt by all those who intimately know the labor movement. The trends toward more rational and scientific thinking are definite. Where it used to be the custom to scoff at learning as the academic toy of impractical tinkerers, it now is accepted by the more progressive as a very material factor in their advancement. No one can deny that nowhere among members of organized labor is there such a willingness to utilize science and specialized information as in Philadelphia. The only class on record in research was held in this city. And the students of that class were not only high officials in their own unions but were of city-wide influence. The dawning idea of greater union responsibility for managerial problems and the practical planning for the realization of this idea had its inception in Philadelphia. The training of apprentice boys in labor meaning and strategy, teaching the youth as it grows into the movement—has been fostered nowhere else but where consistently for nine years workers' education was seriously supported.

The work of the Labor College of Philadelphia has given a "tone" to the organized movement. There is a greater willingness to see another point of view; a greater readiness to overcome instinctive motives for narrow selfishness in the higher purposes for the general well-being. Problems are being analyzed in their larger meanings and remedies sought through better understanding. Philadelphia again takes the lead in the many city-wide gatherings it has held at which industry, social and scientific groupings were amply represented, to discuss seriously the outstanding questions seeking answer. That all such efforts have not yet brought success is not Philadelphia's failure. It has played its part and is playing it better as time goes on. But emulation has been disappointing and the rest of the workers throughout the nation have given little heed to the recuperative powers of education. Philadelphia needs other groups in other localities to give its own movement vitality and meaning.

There is nothing more that need be added. The Labor College of Philadelphia will continue in general outline the work of previous years. It will do the best it can to keep the spark of learning alive. But we need help, much help from the labor movement throughout the country.

ISRAEL MUFSON,

Secretary.

## SWEAT OF THE BRAIN

"All true work is sacred; in all true work, were it but true hand labor, there is something of divineness. Labor, wide as the earth, has its summit in Heaven. Sweat of the brow and up from that to sweat of the brain, sweat of the heart; which includes all Kepler calculations, Newton meditations, all sciences, all spoken epics, all acted heroisms, martyrdoms—up to that 'agony of bloody sweat,' which all men have called divine \* \* \* Look up, my wearied brother, surviving there, they alone surviving; sacred band of the immortals, celestial, bodyguard of the empire of mankind."—Thomas Carlyle.





"LIBERTY'S A GLORIOUS FEAST"—BURNS

At those words, one after the other, cautiously, the three little Trysts smiled. Finding that Tod smiled too, they broadened, and Billy burst into chuckles. Then, clustering in the doorway, grasping the edibles and the sixpence, and consulting with each other, they looked long after his big figure passing down the road.

CHAPTER XII

Still later, that same morning, Derek and Sheila moved slowly up the Mallorings' well-swept drive. Their lips were set, as though they had spoken the last word before battle, and an old cock pheasant, running into the bushes close by, rose with a whir and skimmed out toward his covert, scared, perhaps, by something uncompromising in the footsteps of those two.

Only when actually under the shelter of the porch, which some folk thought enhanced the old Greek-temple effect of the Mallorings' house, Derek broke through that taciturnity: "What if they won't?"

"Wait and see; and don't lose your head, Derek."

The man who stood there when the door opened was tall, grave, wore his hair in powder, and waited without speech.

"Will you ask Sir Gerald and Lady Malloring if Miss Freeland and Mr. Derek Freeland could see them, please; and will you say the matter is urgent?"

The man bowed, left them, and soon came back.

"My lady will see you, miss; Sir Gerald is not in. This way."

Past the statuary, flowers, and antlers of the hall, they traversed a long, cool corridor, and through a white door entered a white room, not very large, and very pretty. Two children got up as they came in and flapped out past them like young partridges, and Lady Malloring rose from her writing-table and came forward, holding out her hand. The two young Freelands took it gravely. For all their hostility they could not withstand the feeling that she would think them terrible young prigs if they simply bowed. And they looked steadily at one with whom they had never before been at quite such close quarters. Lady Malloring, who had originally been the Honorable Mildred Kilgory, a daughter of Viscount Silport, was tall, slender, and not very striking, with very fair hair going rather gray; her expression in repose was pleasant, a little anxious; only by her eyes was the suspicion awakened that she was a woman of some character. They had that peculiar look of belonging to two worlds, so often to be met with in English eyes, a look of self-denying aspiration, tinged with the suggestion that denial might not be confined to self.

In a quite friendly voice she said:

"Can I do anything for you?" And while she waited for an answer her glance travelled from face to face of the two young people, with a certain curiosity. After a silence of several seconds, Sheila answered:

"Not for us, thank you; for others, you can."

Lady Malloring's eyebrows rose a little, as if there seemed to her something rather unjust in those words—"for others."

"Yes?" she said.

Sheila, whose hands were clenched, and whose face had been fiery red, grew suddenly almost white.

"Lady Malloring, will you please let the Gaunts stay in their cottage and Tryst's wife's sister come to live with the children and him?"

Lady Malloring raised one hand; the motion, quite involuntary, ended at the tiny cross on her breast. She said quietly:

"I'm afraid you don't understand."

"Yes," said Sheila, still very pale, "we understand quite well. We understand that you are acting in what you believe to be the interests of morality. All the same, won't you? Do!"

"I'm very sorry, but I can't."

"May we ask why?"

Lady Malloring started, and transferred her glance to Derek.

"I don't know," she said with a smile, "that I am obliged to account for my actions to you two young people. Besides, you must know why, quite well."

Sheila put out her hand.

"Wilmet Gaunt will go to the bad if you turn them out."

"I am afraid I think she has gone to the bad already, and I do not mean her to take others there with her. I am sorry for poor Tryst, and I wish he could find some nice woman to marry; but what he proposes is impossible."

The blood had flared up again in Sheila's cheeks; she was as red as the comb of a turkey-cock.

"Why shouldn't he marry his wife's sister? It's legal, now, and you've no right to stop it."

Lady Malloring bit her lips; she looked straight and hard at Sheila.

"I do not stop it; I have no means of stopping it. Only, he cannot do it and live in one of our cottages. I don't think we need discuss this further."

"I beg your pardon—"

The words had come from Derek. Lady Malloring paused in her walk toward the bell. With his peculiar thin-lipped smile the boy went on:

"We imagined you would say no; we really came because we thought it fair to warn you that there may be trouble."

Lady Malloring smiled.

"This is a private matter between us and our tenants, and we should be so glad if you could manage not to interfere."

Derek bowed, and put his hand within his sister's arm. But Sheila did not move; she was trembling with anger.

"Who are you," she suddenly burst out, "to dispose of the poor, body and soul? Who are you, to dictate their private lives? If they pay their rent, that should be enough for you."

Lady Malloring moved swiftly again to-

ward the bell. She paused with her hand on it, and said:

"I am sorry for you two; you have been miserably brought up!"

There was a silence; then Derek said quietly:

"Thank you; we shall remember that insult to our people. Don't ring, please; we're going."

In a silence if anything more profound than that of their approach, the two young people retired down the drive. They had not yet learned—most difficult of lessons—how to believe that people could in their bones differ from them. It had always seemed to them that if only they had a chance of putting directly what they thought, the other side must at heart agree, and only go on saying they didn't out of mere self-interest. They came away, therefore, from this encounter with the enemy a little dazed by the discovery that Lady Malloring in her bones believed she was right. It confused them, and heated the fires of their anger.

They had shaken off all private dust before Sheila spoke.

"They're all like that—can't see or feel—simply certain they're superior! It makes—it makes me hate them! It's terrible, ghastly." And while she stammered out those little stabs of speech, tears of rage rolled down her cheeks.

Derek put his arm round her waist.

"All right! No good groaning; let's think seriously what to do."

There was comfort to the girl in that curiously sudden reversal of their usual attitudes.

"Whatever's done," he went on, "has got to be startling. It's no good pottering and protesting, any more." And between his teeth he muttered: "Men of England, wherefore plough? . . ."

In the room where the encounter had taken place Mildred Malloring was taking her time to recover. From very childhood she had felt that the essence of her own goodness, the essence of her duty in life, was the doing of "good" to others; from very childhood she had never doubted that she was in a position to do this, and that those to whom she did good, although they might kick against it as inconvenient, must admit that it *was* their "good." The thought: "They don't admit that I am superior!" had never even occurred to her, so completely was she unselfconscious, in her convinced superiority. It was hard, indeed, to be flung against such outspoken rudeness. It shook her more than she gave sign of, for she was not by any means an insensitive woman—shook her almost to the point of feeling that there was something in the remonstrance of those dreadful young people. Yet, how could there be, when no one knew better than she that the laborers on the Malloring estate were better off than those on nine out of ten estates; better paid and better housed, and—better looked after in their morals. Was she to give up that?—when she knew that she was better able to tell what was good for



them than they were themselves. After all, without stripping herself naked of every thought, experience, and action since her birth, how could she admit that she was not better able? And slowly, in the white room with the moss-green carpet, she recovered, till there was only a touch of soreness left, at the injustice implicit in their words. Those two had been "miserably brought up," had never had a chance of finding their proper place, of understanding that they were just two callow young things, for whom life had some fearful knocks in store. She could even feel now that she had meant that saying: "I am sorry for you two!" She was sorry for them, sorry for their want of manners and their point of view, neither of which they could help, of course, with a mother like that. For all her gentleness and sensibility, there was much practical directness about Mildred Malloring; for her, a page turned was a page turned an idea absorbed was never disgorged; she was of religious temperament, ever trimming her course down the exact channel marked out with buoys by the Port Authorities, and really incapable of imagining spiritual wants in others that could not be satisfied by what satisfied herself. And this pathetic strength she had in common with many of her fellow creatures in every class. Sitting down at the writing-table from which she had been disturbed, she leaned her thin, rather long, gentle, but stubborn face on her hand, thinking. These Gaunts were a source of irritation in the parish, a kind of open sore. It would be better if they could be got rid of before quarter day, up to which she had weakly said they might remain. Far better for them to go at once, if it could be arranged. As for the poor fellow, Tryst, thinking that by plunging into sin he could improve his lot and his poor children's, it was really criminal of those Freelandts to encourage him. She had refrained hitherto from seriously worrying Gerald on such points of village policy—his hands were so full; but he must now take his part. And she rang the bell.

"Tell Sir Gerald I'd like to see him, please, as soon as he gets back."

"Sir Gerald has just come in, my lady."

"Now, then!"

Gerald Malloring—an excellent fellow, as could be seen from his face of strictly Norman architecture, with blue, stained-glass windows rather deep set in—had only one defect: he was not a poet. Not that this would have seemed to him anything but an advantage, had he been aware of it. His was one of those high-principled natures who hold that breadth is synonymous with weakness. It may be said without exaggeration that the few meetings of his life with those who had a touch of poetry in them had been exquisitely uncomfortable. Silent, almost taciturn by nature, he was a great reader of poetry, and seldom went to sleep without having digested a page or two of Wordsworth, Milton, Tennyson, or Scott. Byron, save such poems as "Don Juan" or "The Waltz," he could but did not read, for fear of setting a bad example. Burns, Shelley, and Keats he did not care for. Browning pained him, except by such things as: "How They Brought the Good News from Ghent to Aix" and the "Cavalier Tunes"; while of "Omar Khayyam" and "The Hound of Heaven" he definitely disapproved. For Shakespeare he had no real liking, though he concealed this, from humility in the face of accepted opinion. His was a firm mind, sure of itself, but not self-assertive. His points were so good, and he had so many of them, that it was only when he met any one touched with poetry that his limitations became apparent; it was rare, however, and getting more so every year, for him to have this unpleasant experience.

When summoned by his wife, he came in with a wrinkle between his straight brows; he had just finished a morning's work on a drainage scheme, like the really good fellow that he was. She greeted him with a little special smile. Nothing could be friendlier than the relations between these two. Affection and trust, undeviating undemonstrativeness, identity of feeling as to religion, children, property; and, in regard to views on the question of sex, a really strange unanimity, considering that they were man and woman.

"It's about these Gaunts, Gerald. I feel they must go at once. They're only creating bad feeling by staying till quarter day. I have had the young Freelandts here."

"Those young pups!"

"Can't it be managed?"

Malloring did not answer hastily. He had that best point of the good Englishman, a dislike to being moved out of a course of conduct by anything save the appeal of his own conscience.

"I don't know," he said "why we should alter what we thought was just. Must give him time to look around and get a job elsewhere."

"I think the general state of feeling demands it. It's not fair to the villagers to let the Freelandts have such a handle for agitating. Labor's badly wanted everywhere; he can't have any difficulty in getting a place, if he likes."

"No. Only, I rather admire the fellow for sticking by his girl, though he is such a 'land-lawyer.' I think it's a bit harsh to move him suddenly."

"So did I, till I saw from those young furies what harm it's doing. They really do infect the cottagers. You know how discontent spreads. And Tryst—they're egging him on, too."

Malloring very thoughtfully filled a pipe. He was not an alarmist; if anything, he erred on the side of not being alarmed until it was all over and there was no longer anything to be alarmed at! His imagination would then sometimes take fire, and he would say that such and such, or so and so, was dangerous.

"I'd rather go and have a talk with Freeland," he said. "He's queer, but he's not at all a bad chap."

Lady Malloring rose, and took one of his real-leather buttons in her hand.

"My dear Gerald, Mr. Freeland doesn't exist."

"Don't know about that; a man can always come to life, if he likes, in his own family."

Lady Malloring was silent. It was true. For all their unanimity of thought and feeling, for all the latitude she had in domestic and village affairs, Gerald had a habit of filling his pipe with her decisions. Quite honestly, she had no objection to their becoming smoke through his lips, though she might wiggle just a little. To her credit, she did entirely carry out in her life her professed belief that husbands should be the forefronts of their wives. For all that, there burst from her lips the words:

"That Freeland woman! When I think of the mischief she's always done here, by her example and her irreligion—I can't forgive her. I don't believe you'll make any impression on Mr. Freeland; he's entirely under her thumb."

Smoking slowly, and looking just over the top of his wife's head, Malloring answered:

"I'll have a try; and don't you worry!"

Lady Malloring turned away. Her soreness still wanted salve.

"Those two young people," she murmured, "said some very unpleasant things to me. The boy, I believe, might have some good in him, but the girl is simply terrible."

"H'm! I think just the reverse, you know."

"They'll come to awful grief if they're not brought up sharp. They ought to be sent to the colonies to learn reality."

Malloring nodded.

"Come out, Mildred, and see how they're getting on with the new vinery." And they went out together through the French window.

The vinery was of their own designing, and of extraordinary interest. In contemplation of its lofty glass and aluminum-cased pipes the feeling of soreness left her. It was very pleasant, standing with Gerald, looking at what they had planned together; there was a soothing sense of reality about that visit, after the morning's happening, with its disappointment, its reminder of immorality and discontent, and of folk ungrateful for what was done for their good. And, squeezing her husband's arm, she murmured:

"It's really exactly what we thought it would be, Gerald!"

### CHAPTER XIII

About five o'clock that same afternoon, Gerald Malloring went to see Tod. An open-air man himself, who often deplored the long hours he was compelled to spend in the special atmosphere of the House of Commons, he rather envied Tod his existence in this cottage, crazed with age, and clothed with wistaria, rambler roses, sweetbriar, honeysuckle, and Virginia creeper. Freeland had, in his opinion, quite a jolly life of it—the poor fellow not being able, of course, to help having a cranky wife and children like that. He pondered, as he went along, over a talk at Becket, when Stanley, still under the influence of Felix's outburst, had uttered some rather queer sayings. For instance, he had supposed that they (meaning, apparently, himself and Malloring) were rather unable to put themselves in the position of these Trysts and Gaunts. He seemed to speak of them as one might speak generically of Hodge, which had struck Malloring as singular, it not being his habit to see anything in common between an individual case, especially on his own estate, and the ethics of a general proposition. The place for general propositions was undoubtedly the House of Commons, where they could be supported one way or the other, out of blue books. He had little use for them in private life, where innumerable things such as human nature and all that came into play. He had stared rather hard at his host when Stanley had followed up the first remark with: "I'm bound to say, I shouldn't care to have to get up at half past five, and go out without a bath!" What that had to do with the land problem or the regulation of village morality Malloring had been unable to perceive. It all depended on what one was accustomed to; and in any case threw no light on the question, as to whether or not he was to tolerate on his estate conduct of which his wife and himself distinctly disapproved. At the back of national life there was always this problem of individual conduct, especially sexual conduct—without regularity in which, the family, as the unit of national life, was gravely threatened, to put it on the lowest ground. And he did not see how to bring it home to the villagers that they had got to be regular, without making examples now and then.

He had hoped very much to get through his call without coming across Freeland's wife and children, and was greatly relieved to find Tod, seated on a window-sill in front of his cottage, smoking, and gazing apparently at nothing. In taking the other corner of the window-sill, the thought passed through his mind that Freeland was really a very fine-looking fellow. Tod was, indeed, about Malloring's own height of six feet one, with the



same fairness and straight build of figure and feature. But Tod's head was round and massive, his hair crisp and uncut; Malloring's head long and narrow, his hair smooth and close-cropped. Tod's eyes, blue and deep-set, seemed fixed on the horizon, Malloring's, blue and deep-set, on the nearest thing they could light on. Tod smiled, as it were, without knowing; Malloring seemed to know what he was smiling at almost too well. It was comforting, however, that Freeland was as shy and silent as himself, for this produced a feeling that there could not be any real difference between their points of view. Perceiving at last that if he did not speak they would continue sitting there dumb till it was time for him to go, Malloring said:

"Look here, Freeland; about my wife and yours and Tryst and the Gaunts, and all the rest of it! It's a pity, isn't it? This is a small place, you know. What's your own feeling?"

Tod answered:

"A man has only one life."

Malloring was a little puzzled.

"In this world. I don't follow."

"Live and let live."

A part of Malloring undoubtedly responded to that curt saying, a part of him as strongly rebelled against it; and which impulse he was going to follow was not at first patent.

"You see, you keep apart," he said at last. "You couldn't say that so easily if you had, like us, to take up the position in which we find ourselves."

"Why take it up?"

Malloring frowned. "How would things go on?"

"All right," said Tod.

Malloring got up from the sill. This was "*laissez-faire*" with a vengeance! Such philosophy had always seemed to him to savor dangerously of anarchism. And yet 20 years' experience as a neighbor had shown him that Tod was in himself perhaps the most harmless person in Worcestershire, and held in a curious esteem by most of the people about. He was puzzled, and sat down again.

"I've never had a chance to talk things over with you," he said. "There are a good few people, Freeland, who can't behave themselves; we're not bees, you know!"

He stopped, having an uncomfortable suspicion that his hearer was not listening.

"First I've heard this year," said Tod.

For all the rudeness of his interruption, Malloring felt a stir of interest. He himself liked birds. Unfortunately, he could hear nothing but the general chorus of their songs.

"Thought they'd gone," murmured Tod.

Malloring again got up. "Look here, Freeland," he said, "I wish you'd give your mind to this. You really ought not to let your wife and children make trouble in the village."

Confound the fellow! He was smiling; there was a sort of twinkle in his smile, too, that Malloring found infectious!

"No, seriously," he said, "you don't know what harm, you mayn't do."

"Have you ever watched a dog looking at a fire?" asked Tod.

"Yes, often; why?"

"He knows better than to touch it."

"You mean you're helpless? But you oughtn't to be."

The fellow was smiling again!

"Then you don't mean to do anything?"

Tod shook his head.

Malloring flushed. "Now, look here, Freeland," he said, "forgive my saying so, but this strikes me as a bit cynical. D'you think I enjoy trying to keep things straight?"

Tod looked up.

"Birds," he said, "animals, insects, vegetable life—they all eat each other more or less, but they don't fuss about it."

Malloring turned abruptly and went down the path. Fuss! He never fussed. Fuss! The word was an insult addressed to him! If there was one thing he detested more than another, whether in public or private life, it was "fussing." Did he not belong to the League for Suppression of Interference with the Liberty of the Subject? Was he not a member of the party notoriously opposed to fussy legislation? Had any one ever used the word in connection with conduct of his before? If so, he had never heard them. Was it fussy to try and help the Church to improve the standard of morals in the village? Was it fussy to make a simple decision and stick to it? The injustice of the word really hurt him. And the more it hurt him, the slower and more dignified and upright became his march toward his drive gate.

"Wild geese" in the morning sky had been forerunners; very heavy clouds were sweeping up from the west, and rain beginning to fall. He passed an old man leaning on the gate of a cottage garden and said: "Good evening!"

The old man touched his hat but did not speak.

"How's your leg, Gaunt?"

"Tis much the same, Sir Gerald."

"Rain coming makes it shoot, I expect."

"It do."

Malloring stood still. The impulse was on him to see if, after all, the Gaunts' affair could not be disposed of without turning the old fellow and his son out.

"Look here!" he said; "about this unfortunate business. Why don't you and your son make up your minds without more ado to let your granddaughter go out to service? You've been here all your lives; I don't want to see you go."

The least touch of color invaded the old man's carved and grayish face.

"Askin' your pardon," he said, "my son sticks by his girl, and I sticks by my son!"

"Oh! very well; you know your own business, Gaunt. I spoke for your good."

A faint smile curled the corners of old Gaunt's mouth downward beneath his gray moustaches.

"Thank you kindly," he said.

Malloring raised a finger to his cap and passed on. Though he felt a longing to stride his feelings off, he did not increase his pace, knowing that the old man's eyes were following him. But how pig-headed they were, seeing nothing but their own point of view! Well, he could not alter his decision. They would go at the June quarter—not a day before, nor after.

Passing Tryst's cottage, he noticed a "fly" drawn up outside, and its driver talking to a woman in hat and coat at the cottage doorway. She avoided his eye.

"The wife's sister again!" he thought. "So that fellow's going to be an ass, too? Hopeless, stubborn lot!" And his mind passed on to his scheme for draining the bottom fields at Cantley Bromage. This village trouble was too small to occupy for long the mind of one who had so many duties. . . .

Old Gaunt remained at the gate watching till the tall figure passed out of sight, then limped slowly down the path and entered his son's cottage. Tom Gaunt, not long in from work, was sitting in his shirtsleeves, reading the paper—a short, thick-set man with small eyes, round, ruddy cheeks, and humorous lips indifferently concealed by a ragged moustache. Even in repose there was about him something talkative and disputatious. He was clearly the kind of man whose eyes and wit would sparkle above a pewter pot. A good workman, he averaged out an income of perhaps eighteen shillings a week, counting the two shillings worth of vegetables that he grew. His erring daughter washed for

two old ladies in a bungalow, so that with old Gaunt's five shillings from the parish, the total resources of this family of five, including two small boys at school, was seven and twenty shillings a week. Quite a sum! His comparative wealth no doubt contributed to the reputation of Tom Gaunt, well known as local wag and disturber of political meetings. His method with these gatherings, whether Liberal or Tory, had a certain masterly simplicity. By interjecting questions that could not be understood, and commenting on the answers received, he insured perpetual laughter, with the most salutary effects on the over-consideration of any political question, together with a tendency to make his neighbors say: "Ah! Tom Gaunt, he's a proper caution, he is!" An encomium dear to his ears. What he seriously thought about anything in this world, no one knew; but some suspected him of voting Liberal, because he disturbed their meetings most. His loyalty to his daughter was not credited to affection. It was like Tom Gaunt to stick his toes in and kick—the Quality, for choice. To look at him and old Gaunt, one would not have thought they could be son and father, a relationship indeed ever dubious. As for his wife, she had been dead twelve years. Some said he had joked her, out of life, others that she had gone into consumption. He was a reader—perhaps the only one in all the village, and could whistle like a blackbird. To work hard, but without too great method, to drink hard, but with perfect method, and to talk nineteen to the dozen anywhere except at home—was his mode of life. In a word, he was a "character."

Old Gaunt sat down in a wooden rocking-chair, and spoke.

"Sir Gerald 'e've a-just passed."

"Sir Gerald 'e can go to hell. They'll know um there, by 'is little ears."

"E've a-spoke about us stoppin'; so as Mettie goes out to service."

"E've a-spoke about what 'e don't know 'bout, then. Let un do what they like, they can't put Tom Gaunt about; he can get work anywhere—Tom Gaunt can, an' don't you forget that, old man."

The old man, placing his thin brown hands on his knees, was silent. And thoughts passed through and through him. "If so be as Tom goes, there'll be no one as'll take me in for less than three bob a week. Two bob a week, that's what I'll 'ave to feed me. Two bob a week—two bob a week! But if so be's I go with Tom, I'll 'ave to reg'lar sit down under he for me bread and butter." And he contemplated his son.

"Where are you goin', then?" he said.

Tom Gaunt rustled the greenish paper he was reading, and his little, hard gray eyes fixed his father.

"Who said I was going?"

Old Gaunt, smoothing and smoothing the lined, thin cheeks of parchment, thin-nosed face that Frances Freeland had thought to be almost like a gentleman's, answered: "I thart you said you was goin'."

"You think too much, then—that's what 'tis. You think too much, old man."

(To be continued)

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## LOCAL SECRETARIES



Here's a prize that will add interest and inject enthusiasm into your next organization campaign—every Brother wants one. A handsome finger ring in 14-karat green and white gold, with the I. E. W. "Lightning fist"—priced **\$10**



# IN MEMORIAM

## John W. Dawson, L. U. No. 156

Whereas the members of Local Union No. 156, Fort Worth, Texas, deeply regret the sad and sudden death of our esteemed Brother, John W. Dawson; therefore be it

Resolved, That we drape our charter for a period of 30 days and a copy of this resolution be spread upon the minutes of our local union and a copy sent to his family and also a copy sent to the International Secretary for publication in the official Journal.

D. E. GORDON,  
CHAS. FUNKHOUSER,  
JNO. M. CRUNUP.

## Philip Caldwell, L. U. No. 52

Whereas it has pleased Almighty God in His infinite wisdom to call from our midst our esteemed Brother, Philip Caldwell, and

Whereas we, as members of Local Union No. 52, I. B. E. W., deeply mourn our loss; therefore be it

Resolved, That we in Brotherly love pay tribute to his memory by expressing our sorrow at his loss, and extend to his family our deepest sympathy in their hour of bereavement; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days, in memory of our esteemed Brother; and be it further

Resolved, That a copy of this resolution be spread on the minutes of Local Union No. 52, I. B. E. W., a copy be sent to the family of our late Brother, and a copy be sent to the International Office to be published in the official Journal.

ALBERT E. BELL,  
Recording Secretary.

## J. Emmons, L. U. No. 46

Whereas Almighty God, in His infinite wisdom, has seen fit to call from our midst our esteemed Brother J. Emmons, and

Whereas we deeply mourn our loss; therefore be it

Resolved, That in this hour of trial and sorrow we extend to his relatives our deepest sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days and that a copy of these resolutions be sent to his relatives, a copy to our official Journal for publication and a copy be spread upon our minutes.

W. C. LINDELL,  
Recording Secretary.

## Clyde M. Reek, L. U. No. 595

It is with the deepest regret that the members of Local No. 595, I. B. E. W., mourn the passing from our midst of our esteemed Brother, Clyde M. Reek.

Whereas Local Union No. 595 has suffered the loss of a true and loyal Brother; therefore be it

Resolved, That we extend to the family of Brother Reek our heartfelt sympathy and consolation, and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy be sent to our official Journal for publication, and our charter draped in mourning for a period of 30 days, in his memory.

J. J. YOUNG,  
Recording Secretary.

## Thomas Shahan, L. U. No. 151

Whereas Almighty God, in His infinite wisdom, has called from our midst our esteemed and worthy Brother, Thomas Shahan, to his final resting place, and

Whereas we, as members of Local Union No. 151, I. B. E. W., deeply mourn our loss; therefore be it

Resolved, That we in Brotherly love pay tribute to his memory by expressing our sorrow at his loss and extend to his bereaved family our heartfelt sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days, and a copy of this resolution be spread upon the minutes of our local union and a copy sent to the bereaved family and a copy to our official Journal for publication.

M. J. SULLIVAN,  
R. E. HAYLAND,  
C. D. MULL,  
Committee.

## William F. Steward, L. U. No. 1156

Whereas Almighty God, the Supreme Ruler of the universe, holder of the destinies of mankind, in His infinite wisdom has seen fit to remove from our midst on this earth and call Brother Steward to his heavenly home; and

Whereas we, as members of Local Union No. 1156, I. B. E. W., deeply mourn our loss; therefore be it

Resolved, That we humbly bow our heads in submission to His will, we mourn no less the taking away of our associate, and our heartfelt sympathy is extended to his bereaved sisters and brothers, and we commend them to the care of Him who doeth all things well; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of Local No. 1156, I. B. E. W., a copy sent to Miss Grace Steward, sister of our late Brother, and a copy be sent to the International Office to be published in the official Journal, and that our charter be draped in mourning for 30 days in memory of our late Brother William F. Steward.

W. V. AHLGREN,  
C. E. BREWER,  
F. W. SEARS,  
Committee.

## James Arthur Rivers, L. U. No. 177

In obedience to the will of the Supreme Ruler of the universe, on July 12, 1928, our beloved Brother, James Arthur Rivers, was taken from us by the hand that rules over our destinies, and

Whereas it is with profound sorrow and regret we deplore the sad accident that took from us one whose memory we shall always cherish, but we humbly bow our heads in submission to His will, and ask of Him that the widow and family may be strengthened by the knowledge of His sympathy and love; now therefore be it

Resolved, That the members of this local union, of which he was a true and loyal member, cause their charter to be draped for a period of 30 days, out of respect for his memory, that a copy of this resolution be sent to the family, a copy placed on the records of this local union and a copy sent to our official Journal for publication.

E. C. VALENTINE,  
J. A. PRUCHA,  
M. C. DRIGGERS,  
Committee.

## H. Josephson, L. U. No. 125

Whereas Local Union No. 125 has lost the familiar figure of a member who was taken away suddenly doing his work, Brother Josephson was always a conscientious worker and good fellow among his fellow workers, who miss his presence, and

Whereas we bow our heads in submission to the will of the Almighty who has called this Brother to Him, we feel he has gone to fulfill his work in a higher and better plane and to await the joining of his loved ones and friends; therefore be it

Resolved, That a copy of this be sent to the bereaved family with our deepest respect for a son who in his kind and loyal way meant so much to them; and be it further

Resolved, That a copy be sent to the official Journal for publication and a copy be spread on the minutes and the charter be draped for 30 days in his memory.

R. I. CLAYTON,  
DALE B. SIGLER,  
J. SCOTT WILSON,  
Committee.

## J. K. Bryant, L. U. No. 250

Whereas it has pleased Almighty God, in His wisdom, to take from our midst our beloved Brother, J. K. Bryant, and

Whereas we deeply regret the loss of a kind and faithful Brother; therefore be it

Resolved, That we as a union, in Brotherly love, extend our most heartfelt sympathy to his wife and family; and be it further

Resolved, That a copy of these resolutions be sent to his wife and family, that a copy be spread upon the minutes of the organization, a copy sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

W. A. THOMAS,  
R. A. DRIVER,  
THOS. HAZARD,  
Committee.

## Francis Joseph Kraus, L. U. No. 291

Whereas the Almighty Father has called from our midst our Brother, Francis Joseph Kraus, and

Whereas Local Union No. 291 feels in his passing a great loss; therefore be it

Resolved, That we drape our charter in mourning for a period of 30 days and that a copy of these resolutions be spread on the minutes, a copy sent to the bereaved family and a copy published in our official Journal.

A. R. FLAGLER,  
O. G. DAVIS,  
Committee.

## George T. Wolfe, L. U. No. 18

Whereas the members of Local Union No. 18, of Los Angeles, Calif., deeply regret the sad and sudden death, by electrocution, of our esteemed and faithful Brother, George T. Wolfe, and realize that we have lost a loyal member and friend; therefore be it

Resolved, That we extend our heartfelt sympathy to the bereaved family; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of this memorial be spread upon the minutes of our local, a copy sent to the family and a copy to the official Journal for publication.

R. ARMSTRONG,  
F. FAULKNER,  
W. R. SAUNDERS,  
Committee.

## Michael J. Berrigan, L. U. No. 99

Whereas Almighty God, the Great and Supreme Ruler and Maker of all mankind, has, in His divine wisdom, taken from us one of His children to dwell with Him in eternity. We, the members of Local Union No. 99, I. B. E. W., who mourn the loss of our beloved Brother and fellow worker, humbly bow our heads to His holy will; therefore be it

Resolved, That we extend our sincere sympathy to his bereaved loved ones in this their hour of sorrow; and be it further

Resolved, That the charter of Local Union No. 99 be draped for a period of 30 days in tribute to our esteemed Brother, Michael J. Berrigan, and a copy of these resolutions be spread on our minute book.

ANTHONY F. IRACE,  
J. B. KENNEDY,  
GEORGE C. LORD,  
THOS. F. KEARNEY, JR.,  
F. L. KOPPENSTEINER,  
Committee.

## C. J. Stulting, L. U. No. 697

Resolved, That Local Union No. 697, I. B. E. W., records its profound respect for our late Brother, C. J. Stulting, and senses a great loss through his death. He set an example of service and self-sacrifice which is inspiring, was a true and loyal member and was greatly beloved by all of us. Words are inadequate to express our feelings at this time, except the following: "For we know that if our earthly house of this tabernacle were dissolved, we have a building of God, an house not made with hands, eternal in the heavens." Local Union No. 697 wishes to extend to Brother Stulting's widow and the members of his family its deepest sympathy and joins with them in mourning the loss of not only a splendid member of our organization, but a most excellent citizen; be it further

Resolved, That a copy of these resolutions be sent his widow and relatives, a copy sent to our International Office for publication in our official Journal and a copy spread on our minutes.

H. KOCH,  
Committee.  
TOM KNOTH,  
Recording Secretary.

## Edward T. Miller, L. U. No. 81

Whereas the Great and Supreme Ruler of the universe has, in His infinite wisdom, removed from among us one of our most worthy and esteemed Brothers, Edward T. Miller, who passed away July 21, 1928, and

Whereas when the final day of accounting arrives for him, we sincerely trust that his activities in the interests of his fellowmen, which helped to make the world a better place to live in, have been credited to his account on the stewardship of his life, and

Whereas the long and intimate relationship held with him in the faithful discharge of his duties has endeared him to our hearts beyond measure; therefore be it

Resolved, That the sudden removal of such a life from among us leaves a vacancy hard to fill and will be realized more so as time goes on; therefore be it further

Resolved, That we extend to his family our sincere sympathy and profound regret; and be it further

Resolved, That a copy of the resolutions



be sent to the family of our departed Brother, a copy sent to the official Journal for publication and a copy to be recorded in the minutes of this organization; and finally

Resolved, That our charter be draped in mourning for a suitable period, as a final tribute of L. U. No. 81, I. B. E. W.

WM. DALEY,  
JOHN CAMPBELL,  
NAY SWARTS,  
Committee.

#### H. M. Sieb, L. U. No. 2

Almighty God, Creator of all things, animate and inanimate, who knows and sees all things, in His infinite wisdom, called Brother H. M. Sieb from his home on earth to his last and eternal rest; therefore be it

Resolved, That Local No. 2, I. B. E. W., extends to his bereaved wife and family its heartfelt sympathy in their hour of bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy to the International Journal to be published in the same; and be it further

Resolved, That in honor of our departed Brother the charter shall be draped in mourning for a period of 30 days.

J. W. CARTER,  
ROY THORNHILL,  
E. N. MCLENMORE,  
Committee.

#### A. A. Stark, L. U. No. 66

Whereas God, the Supreme Electrician, has, in His infinite wisdom, seen fit to cause Brother A. A. Stark to sever his last earthly connection, and

Whereas Brother Stark has at all times been a consistent union man, standing for those principles always and for the betterment of all craft conditions; therefore be it

Resolved, That Local Union No. 66, I. B. E. W., extend their heartfelt sympathy to his bereaved family; and be it further

Resolved, That the charter of Local Union No. 66 be draped for a period of 30 days in his honor, and a copy of these resolutions be spread on the minutes of the local union, a copy be sent to the bereaved family and a copy be sent to the International Office for publication in the Journal.

J. S. POWER,  
W. P. BOGER,  
L. M. MAXWELL,  
Committee.

#### Floyd Heater, L. U. No. 367

Whereas it has pleased Almighty God to call from his loved ones Brother Floyd Heater, and

Whereas we deeply regret this sad occasion which deprives us of the companionship of so faithful a friend and Brother; therefore be it

Resolved, That Local Union No. 367, I. B. E. W., extend our deepest sympathy to the family in this, their hour of bereavement; and be it further

Resolved, That our charter be draped for a period of 30 days and a copy of this resolution be sent to the family and a copy for publication in the official Journal.

B. H. COSDEN,  
A. AVERSON,  
GEORGE GREGER,  
Committee.

#### J. Brady Bridges, L. U. No. 113

Whereas Almighty God, in His infinite wisdom, has called J. Brady Bridges from our midst, and

Whereas we humbly bow our heads in submission to His will, we deeply mourn the taking away of an associate of ours, and a true and loyal member of Local Union No. 113; therefore be it

Resolved, That we extend our heartfelt sympathy to his wife and daughter.

Resolved, That a copy of these resolutions be spread upon our minutes, a copy sent to our official Journal for publication, a copy be sent to the family of the bereaved and our charter be draped for a period of 30 days.

E. E. NORMAN,  
E. R. PFISTER,  
ARCHIE BOYCE,  
Committee.

#### James W. Russell, L. U. No. 18

Whereas the members of Local Union No. 18, of Los Angeles, Calif., deeply regret the sad and sudden death by electrocution, at Amarillo, Texas, of our esteemed Brother, James W. Russell, and

Whereas we, as fellow workers, have lost a faithful and loyal Brother; therefore be it

Resolved, That we extend our sincerest sympathy and condolence to the bereaved family; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of this memorial be spread upon the minutes of our local, a copy sent to the family, and a copy to the official Journal for publication.

R. ARMSTRONG,  
F. FAULKNER,  
W. R. SAUNDERS,  
Committee.

#### Theodore Mayer, L. U. No. 770

It is with deep sorrow and regret that we, the members of Local Union No. 770, I. B. E. W., mourn the loss of our beloved Brother, Theodore Mayer, who died July 25, 1928.

Whereas this is the first time our local has been visited by the angel of death; therefore be it

Resolved, That we pay tribute to the memory of him who has gone before; and be it further

Resolved, That we extend our heartfelt sympathy to his family and friends, and a copy of these resolutions be spread upon our minutes, and our charter be draped in mourning for a period of 30 days.

EUGENE VAN DYCK,  
MORTIMER CULLIN,  
HENRY BOGART,  
Committee.

#### EVANS MEMORIAL

(Continued from page 469)

deeply interested during his lifetime will ever cherish the recollections of what his friendship had meant to them, and the inspiration of his example.

—Bulletin of Metal Trades Department.

#### When Ed Evans Passed On

Out of labor's vineyard, pruning shears in hand, death took Edward Joseph Evans.

Resting for a day at his little summer place, at Miller, Ind., between his countless journeyings to and fro over the nation, in the interests of the electrical workers in particular and labor generally, death stayed the voice of Ed Evans.

Ed Evans was a labor "skate," first, and last, from his twenty-second year, to his death at 57. He wore that title, as knights of old, their coat of arms, on their shields.

His other titles he bore modestly. In the Electrical Workers' Brotherhood, of which he was an international vice president; in the A. F. of L., the Railway Employees' Department; in the Chicago and Illinois Federations of Labor; in the Illinois Federation Corporation, "Labor's first mortgage company," and many other activities of a civic nature.

At his modest flat, 7846 East End Avenue, masses of flowers that transformed every room in the house into a solid mass of blooms, bore mute testimony, that of Ed Evans could be said:

"Well done, thou good and faithful servant!"

Telegrams and messages poured in upon his wife and their three daughters. Traffic about his home required police regulation and hour after hour the constant stream of friends coming for that last farewell beat a steady tattoo up and down the three flights of stairs to his apartment.

It was impressive, not only of the active life of Ed Evans, but of the inescapable fact that the world, the worker's world, will be a better place to live in, now that he has laid down the pruning shears.

Expressing the sincere grief of labor at his passing, Secretary Victor A. Olander, secretary of the Illinois Federation of Labor, sent this message in part to his wife and three daughters:

"I believe very earnestly that the difficult experience which we call death is but the passing of a continuing life into another and higher realm, which by its very greatness is beyond the immediate grasp of our manifestly limited understanding."

—A. Lincoln Mahoney,  
International Labor News.

#### DEATH CLAIMS PAID FROM AUGUST 1, INCLUDING AUGUST 31, 1928

| Local | Name                  | Amount     |
|-------|-----------------------|------------|
| 245   | H. Sullivan           | \$1,000.00 |
| 223   | George Smith          | 1,000.00   |
| 345   | K. C. Heath           | 1,000.00   |
| 101   | J. W. Ellington       | 300.00     |
| 134   | William W. Little     | 1,000.00   |
| 702   | Thomas Robertson      | 825.00     |
| 134   | F. M. Johnson         | 1,000.00   |
| 124   | O. O. Leamon          | 1,000.00   |
| 125   | H. Josephson          | 650.00     |
| 623   | A. A. Lehn            | 1,000.00   |
| 372   | F. A. Rodgers         | 300.00     |
| 9     | Joseph C. Pestka      | 1,000.00   |
| 125   | L. B. Craigmile       | 1,000.00   |
| 494   | W. C. Templeton       | 1,000.00   |
| 770   | Theodore R. Mayer     | 475.00     |
| 134   | Edw. J. Evans         | 1,000.00   |
| 177   | J. A. Powers          | 1,000.00   |
| 52    | P. Caldwell           | 1,000.00   |
| I.O.  | C. R. George          | 1,000.00   |
| 99    | M. J. Berrigan        | 1,000.00   |
| 76    | E. L. Seaton          | 1,000.00   |
| 134   | C. A. Tice            | 1,000.00   |
| 501   | A. Mercer             | 1,000.00   |
| 250   | J. K. Bryant          | 1,000.00   |
| 81    | Edw. Miller           | 1,000.00   |
| 2     | Henry Seib            | 475.00     |
| 291   | F. J. Kraus           | 825.00     |
| 3     | Paul Toeller          | 650.00     |
| 134   | J. P. Rooney          | 1,000.00   |
| 3     | M. J. Glennon         | 1,000.00   |
| 104   | A. G. Billing         | 650.00     |
| 500   | J. W. Meyer           | 300.00     |
| 125   | Thaddeus T. Skeels    | 475.00     |
| 6     | F. Chazel             | 1,000.00   |
| 79    | Frank Whalen, Balance | 221.00     |
| 611   | J. J. Burns, Balance  | 487.50     |
| 134   | M. Farrell            | 1,000.00   |
| 134   | G. D. Griffith        | 1,000.00   |

Total ..... \$31,633.50

Total claims paid from August 1  
including August 31, 1928.....\$ 31,633.50  
Total claims previously paid ..... 1,377,165.10

Total claims paid ..... \$1,408,798.60

#### Have Extra Share of Cell Nucleus

Females have more of the real essence of life; males have less of it. So says Dr. A. Rosso, in suggesting recently to the Italian Academy of Sciences, what he believes to be a distinction between the males and females of all species either of plants or animals, which consist of more than a single living cell. The most important thing in any living cell, Dr. Rosso points out, is its nucleus, the tiny knot of living matter which biologists believe directs all the cell's activities. This nucleus contains the still tinier granules called chromosomes believed to be the carriers of heredity. If anything can be called the essential stuff of life, it is the nucleus. In all female cells, Dr. Rosso says, there is more nuclear matter than exists in male cells of the same species. It is probable, he believes, that the presence of much or little of this material in the first cell from which a human being or any other creature is to grow determines whether that creature will be female or male. This may be the reason why continued shortage of food often raises the percentage of male births in any animal population; even the reason for the increase of male human births which follows exhausting wars. If food is scarce not enough nuclear material is manufactured to equip many females. Most of the new cells have little of it and become males.



## HOW FACTS ADVANCE THE INTEREST OF THE WORKERS

(Continued from page 457)

whether production can be maintained at the same levels. The index has a special significance to those watching economic trends. Wage earners constitute the great majority of those who buy the things merchants have to sell. If the share that wage earners can purchase declines, then a surplus accumulates which sooner or later is reflected in decreased production.

### Wage Studies Made

In the field of wages there is available considerable material that needs only to be adapted to union purposes. The first study makes use of material in the biennial census of manufactures, 1925, and is called "Wages and Labor's Share in the Value Added by Manufacture." In individual manufacturing industries as well as for industry as a whole this study gives the number of wages earners, their wages or incomes—money income as well as real income—and the value added by manufacture for the years 1904, 1909, 1914, 1919, 1921, 1923 and 1925. From the figures indexes are computed which show trends at a glance. This study is published in pamphlet form and was prepared so that a trade unionist could readily find statistics on his own trade. Comparisons of earnings and productivity in specific industries have been made in another study called "Wages and Labor's Share."

In collaboration with Typographical Union No. 2, Philadelphia, the Federation published a study of actual earnings of the union members covered during the last four years. This study not only shows the absolute amount of the weekly earnings, but in addition indicates months of low earnings and months of high earnings. It serves as a business indicator for this union and has already proved to be of practical value to the union.

There is in preparation a study of earnings based upon the figures compiled by the few states that gather such statistics.

### Large Surveys Projected

The Federation is bringing up to date a study of unemployment benefits provided by trade unions. The study first surveyed the benefits provided by national and international organizations and has for the first time endeavored to get together information on the benefits provided by local unions. Such benefits are paid by photo-engravers, bakery workers, lithographers, printing pressmen, typographical unions, brewery workers, diamond workers, cloth hat and cap makers, cleaners and dyers, siderographers, commercial telegraphers, stereotypers and electrotypers, ladies garment workers and wood carvers. This study discloses that even small unions can successfully maintain unemployment benefits and that costs vary widely.

Two other fact-finding undertakings are under way covering old age benefits paid by unions, and the extent of the five-day week. The five-day week material has been reviewed periodically in order to keep it up to date. In 1926, there were about 46,000 workers—union and non-union—who worked a five-day week. A survey now under way indicates that about 150,000 union workers alone have established this new standard. In view of increasing unemployment, particularly unemployment due to increasing productivity without increasing production, reduction in the hours of work becomes an important issue. Information on shorter work periods looms important against this background.

## Facts For Organizing Work

Another phase of the research work the Federation is initiating, is the compilation of simple facts showing union achievements, for use in specific organizing campaigns. Organizer's reports have reiterated the opinion that a more convincing organizing appeal was needed. Mr. Green has frequently pointed out the analogy between modern salesmanship and the organizer's job. Organizers need facts about specific union achievements just as a salesman needs to know all the details of the insurance policy or mechanical refrigerator he wants to sell. The Federation gladly responds to all requests for organizing information of this sort which necessarily deals with specific situations.

## Injunction Data

For a number of years the Legal Information Bureau has been collecting copies of restraining orders and injunctions issued against trade unions and the collection of complete legal records of information in labor cases. It is now collecting additional data on injunctions that will disclose specific abuses in the procedure in injunction cases—as for example, the ex-parte injunction, hearings by affidavits, delays in hearings, etc.

From this statement of work, it is obvious that the Federation is trying to supply facts for immediate needs rather than initiating an extensive research program. Funds would not be available even if the latter method were deemed wise. Mr. Green's

To find out why Irwin Speedbor Electricians Bits were so generally preferred, we wrote to hundreds of electricians. Here are some of the reasons they gave us:

**THEY ARE LABOR SAVERS.** The rapid pitch of the screw on Irwin Speedbor Bits pull the cutters through the wood. There is no need for heavy pressure to force the bit into the wood.

**THEY CLEAN THE HOLES AS THEY CUT.** The cutters pass the chips back through the smooth, ample throat. You don't have to back up and start again, for Irwins never choke-up.

**THEY STAND UP UNDER HARD USAGE.** The spurs on the Irwin Speedbor are made especially heavy and strong to withstand the abuse of driving through where the going is tough.

The Irwin Speedbor suits the electrician better because it is intelligently designed to meet exactly the working conditions that he most frequently encounters.

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THE IRWIN AUGER BIT CO.,  
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thought is to let research grow out of a definite need and to make information available regularly in order to develop an understanding of value of facts and their use.

#### A Practical Course

During the past year research workers of the Federation helped a study group of executives of local unions who wanted to use statistics more effectively. The group studied the following practical problems: How to read and understand statistical terms; to calculate real wages, and average wage; what an index figure is and how to calculate it; to draw graphs showing trends in earnings, employment, etc. These lessons dealt with primary problems in statistics and could readily be put in correspondence form for individuals or locals too far away for personal instruction and wanting that sort of guide.

#### A. F. of L. Data Used as Standard

Already business men and economists are looking to the Federation as a source of original information, for labor's indexes and wage studies have attracted international notice. The distinctively valuable contribution that labor can make to progress (industrially and socially) is the recording of labor's experiences together with their interpretation. Such records will make it possible for all workers to use research methods in studying their problems of daily work and life. This simple research method (finding out the results of what you are doing and deciding whether it is good or bad) is distinctively the procedure of adult education; it is the method used alike by scientist and statesman, business manager and producing workman. Its application to wage earners' problems will put them on the road to limitless progress—material and cultural.

The research work of the Federation is for the service of all; it will grow as requests for it increase.

#### PATTERN AGREEMENT FURNISHED BY LOCAL UNION NO. 1

(Continued from page 467)

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed and signed by its authorized officers in the City of St. Louis, Missouri, on the day and date first above written.

(Signed)

|            |                                   |
|------------|-----------------------------------|
| Contractor | Local Union No. 1,<br>I. B. E. W. |
| Address    | Address                           |
| Phone      | Phone                             |

Local No. 1 believes that they have as near fool-proof and concise agreement as any labor organization—although—each year we find improvements necessary. We also believe that every point is covered very well for such a compact and one page agreement.

With the formation of the General Arbitration Board, which you will notice in this agreement, we believe that we have the secret that in reality shall only take about fifty full words to make the entire agreement and the rest is done by the General Arbitration Board who have their rules and regulations such as by-laws. In one of our future issues we will give you the working tools of the General Arbitration Board in printed form which is a part of this agreement and we believe a great improvement over the old "cold turkey agreement" which caused an argument if some comma or period was not in the proper place. In short words "one comma" and two sides and each side had a place for this one comma.

This agreement we believe to be of that co-operative kind such as I told you of in my November, 1927, issue.

### "Radio Ghost" Traced

Radio engineers have been interested by several recent incidents of mysterious music coming from articles to which no radio receiver is attached. In Des Moines, Iowa, music from a local broadcasting station was emitted by the signal box indicating the floor numbers in the car of an elevator. A telegraph instrument in New Jersey astonished the telegrapher who owned it by beginning to sing and talk. In a Swedish town an ordinary coal shovel hanging on the wall recently aroused much superstitious fear by repeating everything broadcast from the local radio station. This Swedish "radio ghost" attracted so much attention that electrical engineers investigated it, discovering a reason which probably explains all such mysteries elsewhere. The shovel happened to hang close to an electric power line connected with the broadcasting station. Over this line there passed continually, the engineers discovered, powerful electric impulses vibrating in accordance with the sounds being broadcast. The electric forces thus produced set the iron shovel into vibration, just as the electric forces in a telephone wire will set into vibration the thin iron diaphragm in the receiver that one holds to the ear. Even although the ghostly iron article, like the annunciator box of the Des Moines elevator, may have no direct contact with a power line carrying the radio program, the electrical forces sent out over the ether by a near-by broadcaster may be strong enough to set such pieces of iron into vibration and to make them repeat the radio programs.

### Cheapest Bathing Suit

Tubes of half-transparent cheesecloth for bathing suits, pulled on over the head like meal sacks, are advocated by Dr. Leonard Hill, well-known British advocate of sun bathing, in a contribution to a recent special issue of the "London Times" devoted to the effects of sunlight on health. The sun-bathing cult which has been growing in Germany for three years and which is credited by many sanitary experts with the unmistakable recent improvement of German national health, is beginning to take hold in England. The British public is less willing, however, to adopt the fashion of almost complete nudity customary among German sunbathers. On the other hand, even the most abbreviated of conventional bathing suits cover so large a proportion of the body and are so opaque to the health-giving ultraviolet rays that they destroy, Dr. Hill points out, most of the possible benefit of a sun bath. As a compromise between British modesty and the need of getting as much sunlight as possible on the largest possible fraction of the skin, Dr. Hill proposes sun-bathing dresses made of the wide-mesh, light-weight cheesecloth now sold for a few cents a yard for cleaning automobiles and similar purposes. The fabric is woven in the form of long, seamless tubes, ready, Dr. Hill says, merely to be drawn over the head and cut off at the proper length to cover the upper part of the body. The open texture of the fabric admits plenty of sun through the loosely woven threads. Two thicknesses may be worn by those whose modesty is greater than their desire for more sunlight.

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| Book, Minute for R. S. (large)                                 | 3.00  | Receipt Book (300 receipts)                   | 2.00  |
| Book, Day  | 1.50  | Receipt Book (750 receipts)                   | 4.00  |
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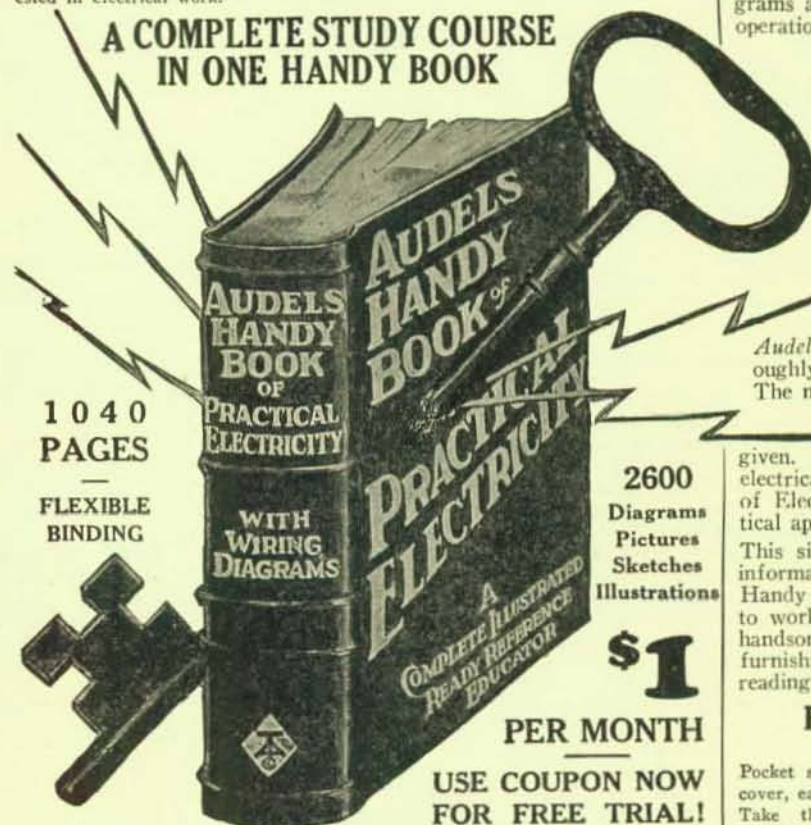
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## LABOR AND INSTITUTIONS FOR SOCIAL RESEARCH

(Continued from page 452)

lose none of their strength if they pay more attention to day-to-day shop problems; it is the possibility of conference over these day-to-day shop problems which employees' representation shows. But it also shows the weakness of the worker unless he has, also, the support of an industry-wide trade union.

These illustrations are merely suggestive of the range of problems in which the trade unions today can effectively use the co-operation of agencies for social research outside labor's ranks. In all of these studies unions have given active aid and the results have been used directly by labor in its own magazines and in dealing with employers. But perhaps more important for labor has been the wide public notice taken of all these studies. The fact that they were the work of institutions not connected with labor unions made their results more convincing to the public than if the unions themselves had issued them.

### Labor Needs Own Students

Labor needs its own research under its own auspices. The problems of labor today are too far-reaching to be solved without adequate understanding of their ramifications. Investigation of facts and their interpretation in their bearing upon trade union policy and methods are absolutely essential in a movement of such far-reaching importance to human society as is the labor movement. Labor is vitally affected by industrial conditions in other countries; by governmental policies and international relations; by financial controls; by the growth of cartels and syndicates in Europe; by changing financial interrelationships in the big businesses of America; and by the technical changes, the increasing mechanization and the electrification of industrial processes throughout the world. The labor movement must have its own students of these developments. It must, also, keep informed of the work of other social scientists. Here need be no jurisdictional dispute. The work must be done by those who are most skilled in social research, whether in labor's own statistical and research offices or in universities or in research organizations. Knowledge, with the illumination of understanding through research, is a tool ready for use by skilled hands in labor's interest.

## MAINTENANCE OF WAY MEN KNOW RESEARCH VALUE

(Continued from page 459)

students, economists, speakers and others for use in their study, debates and references. We have built up a mailing list of approximately 3,000 names of prominent public men who might be expected to exert a pronounced influence in their respective community such as governors, senators, congressmen, ministers, judges and editors. We also have a list of libraries, magazines and daily and farm newspapers. From time to time we publish pamphlets for general distribution for these sources and the experience of our Brotherhood is that it is money exceedingly well spent. With the daily press unwilling in many cases to give organized labor honest publicity, mailing lists as above described are valuable and necessary assets in promoting the interests of our membership. It is not implied here that all daily newspapers are unfair to organized labor. This is not the case, but the majority of them, controlled as they

are by big business and dependent upon big business for advertising revenues, are undoubtedly unfair to organized labor.

Through our department of statistics and research we make extensive collection of various data that prove helpful in the work of our Brotherhood. Publications are received from the United States Department of Labor, Commerce and Agriculture, and from the Interstate Commerce Commission, the Department of Labor of Canada, various state labor departments, technical organizations and societies and from other sources that enable us to maintain a comprehensive understanding of the general economic conditions from time to time. In this connection, we find the Monthly Labor Review, published by the United States Department of Labor, to be the most valuable publication available today in the United States, while the Labor Gazette, published by the Department of Labor in Canada, fills the same demand in this sister country. Through these publications, we are provided with data on industrial relations and labor conditions, productivity of labor, industrial accidents, health and industrial hygiene, workman's compensation and social insurance, labor laws and court decisions, housing conditions, co-operation, industrial disputes, wages and hours of labor, trends of employment, wholesale and retail prices, labor agreements, awards and decisions, immigration and emigration and other subjects that organized labor can well afford to give its attention to.

### Recommends Measure

In addition to the above, we receive financial statistics from the Interstate Commerce Commission showing by months and by accumulated months the operating revenues and expenses of the railroads, the average number of various classes of employees in service and other types of comparative statistics that prove useful to railroad Brotherhoods.

As a result of the above outline, this Brotherhood for the past five and one-half years has prepared and presented its own arguments when seeking improvements in wages or rules and feels better qualified today to protect the interests of our craft than at any previous time in its history. As above stated, we believe that we have reached the point in our economic and industrial relations when the future progress of wage earners must be made through adequate development and presentation of convincing facts, rather than through a display of economic force. For this reason the Brotherhood of Maintenance of Way

Employees will continue to maintain a department of statistics and research and highly recommends such a step to all other labor unions.

## WOMAN'S WORK

(Continued from page 465)

by the National Tuberculosis Association. Middle age may be the golden age—with health.

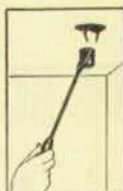
"At 40 most men and women have become stabilized—but not static. The flush of youth has been mellowed into a surer judgment. Rosy dreams have been rudely smashed but with the awakening have come beautiful, substantial realities and serene satisfactions. The fire of enthusiasm has cooled somewhat but now the coals of ripe experience glow brightly. The babies that once absorbed so much of a woman's emotional and physical life are no longer the ceaseless care they were. They remain just as dear but now they are beginning to repay something of the love and affection invested in them. Soon happy grandchildren will troop along to repeat the cycle, but with less poignancy for the grandmother. The mortgage on the homestead is no longer the subject of her worst nightmares; instead, a tidy sum nestles snugly in the savings account. Now, in these golden forties, fifties and sixties, the young woman has opportunity to relish the creature comforts of life and to enjoy the creations of art and music, to indulge some of her own long-suppressed ambitions and to unpinion the wings of fancies she may long have kept imprisoned. Whatever may be the charms of childhood, youth or old age, the forties represent the meridian of life and this period with reasonable care may be extended well into the seventies.

"... Generally speaking, the conditions that handicap or destroy life in middle age are curable or at least remediable in proportion as they are discovered early. Neglect is the sand that wears down and prematurely ages most machines in middle age. The woman who expects to be forty for a long time will give her body sensible, intelligent care."

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|----------------------|---------|--------|---------|--------|---------|-------|---------|--------|---------|--------|--------|-----|--------|--------|
| International Office |         |        |         |        |         |       |         |        |         |        |        |     |        |        |
| 1                    | 1499    | 2188   | 104     | 205445 | 205500  | 246   | 578708  | 578750 | 396     | 301501 | 301502 | 575 | 693797 | 693825 |
| 1                    | 334664  | 335526 | 104     | 300001 | 300070  | 246   | 306001  | 306040 | 396     | 929967 | 930000 | 578 | 236398 | 236506 |
| 1                    | 124961  | 125010 | 105     | 974101 | 974130  | 247   | 94280   | 94294  | 397     | 919471 | 919500 | 581 | 222951 | 223010 |
| 2                    | 188351  | 188780 | 106     | 885687 | 885745  | 248   | 866371  | 866383 | 397     | 298501 | 298510 | 583 | 556201 | 556220 |
| 3                    | 36457   | 36600  | 107     | 195200 | 195270  | 250   | 990301  | 990311 | 400     | 169771 | 169833 | 584 | 336797 | 337180 |
| 3                    | 37417   | 38600  | 108     | 437201 | 437230  | 250   | 985736  | 985800 | 401     | 202201 | 202215 | 585 | 727021 | 727041 |
| 3                    | 38651   | 40943  | 109     | 712401 | 712410  | 251   | 997201  | 997222 | 402     | 211804 | 211955 | 586 | 682776 | 682800 |
| 3                    | 41001   | 42200  | 110     | 222483 | 222586  | 254   | 98378   | 98400  | 405     | 738564 | 738618 | 586 | 700201 | 700210 |
| 3                    | 42217   | 43181  | 111     | 996619 | 996633  | 255   | 56341   | 56357  | 407     | 731758 | 731765 | 591 | 712631 | 712653 |
| 3                    | 43200   | 43233  | 113     | 134556 | 134591  | 256   | 850232  | 850277 | 408     | 216263 | 216313 | 593 | 35763  | 35770  |
| 3                    | 43400   | 43444  | 114     | 733543 | 733545  | 257   | 736035  | 736066 | 411     | 680829 | 680844 | 594 | 823931 | 823944 |
| 3                    | 43600   | 44176  | 115     | 699953 | 699966  | 258   | 687974  | 687987 | 413     | 137882 | 138000 | 595 | 192678 | 192750 |
| 4                    | 987098  | 987136 | 116     | 338356 | 338428  | 259   | 167646  | 167709 | 415     | 56381  | 56394  | 595 | 348751 | 348825 |
| 5                    | 312001  | 312156 | 117     | 724136 | 724165  | 260   | 969911  | 969927 | 416     | 772885 | 772901 | 596 | 38012  | 38028  |
| 5                    | 298011  | 298500 | 119     | 989466 | 989482  | 262   | 237861  | 237905 | 417     | 249063 | 249085 | 598 | 685936 | 685948 |
| 6                    | 217501  | 217640 | 120     | 224290 | 224303  | 263   | 736414  | 736459 | 418     | 842996 | 843000 | 599 | 614772 | 614782 |
| 7                    | 154231  | 154339 | 124     | 328168 | 328406  | 264   | 989796  | 989804 | 418     | 351751 | 351796 | 601 | 788747 | 788811 |
| 8                    | 171771  | 171824 | 125     | 253233 | 254233  | 266   | 97397   | 97404  | 424     | 615001 | 615005 | 602 | 990692 | 990713 |
| 9                    | 333001  | 333590 | 129     | 314251 | 314256  | 267   | 679281  | 679287 | 425     | 731496 | 731504 | 603 | 51442  | 51462  |
| 9                    | 117441  | 117750 | 129     | 860542 | 860550  | 268   | 417333  | 417338 | 427     | 963280 | 963300 | 610 | 726320 | 726324 |
| 10                   | 977101  | 977105 | 130     | 141311 | 141590  | 269   | 229781  | 229868 | 427     | 625851 | 625856 | 611 | 603221 | 603248 |
| 10                   | 683086  | 683100 | 131     | 980547 | 980691  | 270   | 693984  | 693993 | 428     | 682606 | 682644 | 612 | 28995  | 29072  |
| 12                   | 499990  | 500021 | 133     | 32381  | 32398   | 271   | 276831  | 276892 | 429     | 698527 | 698548 | 614 | 732020 | 732025 |
| 12                   | 729140  | 729165 | 135     | 991574 | 991597  | 275   | 734888  | 734916 | 430     | 989240 | 989257 | 619 | 412083 | 412097 |
| 17                   | 327221  | 327750 | 136     | 282809 | 282979  | 276   | 706034  | 706050 | 431     | 989715 | 989720 | 622 | 584569 | 584574 |
| 17                   | 353251  | 353330 | 137     | 215536 | 215540  | 276   | 354001  | 354015 | 434     | 729731 | 729755 | 623 | 995701 | 995727 |
| 18                   | 323603  | 323920 | 138     | 967220 | 967234  | 277   | 213498  | 213508 | 435     | 870711 | 870750 | 625 | 543576 | 543602 |
| 20                   | 283620  | 283787 | 140     | 979501 | 979509  | 278   | 723521  | 723570 | 435     | 869251 | 869270 | 627 | 852225 | 852233 |
| 21                   | 634828  | 634838 | 140     | 17191  | 17250   | 279   | 969020  | 969025 | 437     | 294771 | 294918 | 629 | 159910 | 159987 |
| 22                   | 993509  | 993510 | 141     | 154600 | 154610  | 283   | 728845  | 728867 | 440     | 123174 | 123196 | 630 | 863511 | 863519 |
| 22                   | 288566  | 288750 | 143     | 122831 | 122847  | 284   | 27359   | 27405  | 441     | 999301 | 999311 | 631 | 583470 | 583481 |
| 26                   | 232757  | 232819 | 145     | 346556 | 346628  | 285   | 719913  | 719923 | 443     | 687487 | 687514 | 636 | 347953 | 347966 |
| 26                   | 303751  | 303828 | 146     | 988534 | 988541  | 286   | 710349  | 710362 | 444     | 46320  | 46361  | 640 | 609639 | 609646 |
| 27                   | 78561   | 78573  | 150     | 981384 | 981421  | 288   | 618718  | 618750 | 446     | 520865 | 520908 | 646 | 820441 | 820444 |
| 28                   | 827494  | 827962 | 151     | 274878 | 275079  | 291   | 188148  | 188166 | 449     | 184435 | 184448 | 649 | 841391 | 841430 |
| 30                   | 966396  | 966435 | 152     | 994551 | 994573  | 292   | 256324  | 256325 | 450     | 46113  | 46118  | 653 | 729458 | 729490 |
| 31                   | 150109  | 150133 | 153     | 807381 | 807400  | 293   | 967002  | 967020 | 456     | 160729 | 160776 | 654 | 36984  | 37000  |
| 32                   | 410347  | 410358 | 154     | 841590 | 841608  | 295   | 992131  | 992138 | 458     | 874172 | 874208 | 656 | 971425 | 971481 |
| 33                   | 441364  | 441379 | 156     | 982046 | 982075  | 296   | 976801  | 976802 | 460     | 615701 | 615702 | 661 | 984443 | 984457 |
| 34                   | 219322  | 219447 | 157     | 727095 | 727701  | 296   | 861446  | 861450 | 461     | 255091 | 255108 | 664 | 973848 | 973873 |
| 35                   | 14233   | 14495  | 159     | 812199 | 812234  | 298   | 874977  | 875005 | 463     | 65782  | 65787  | 665 | 342056 | 342076 |
| 36                   | 985931  | 985960 | 161     | 50931  | 50937   | 300   | 966618  | 966624 | 465     | 214268 | 214336 | 668 | 499195 | 499208 |
| 37                   | 926210  | 926241 | 163     | 89769  | 89843   | 301   | 993921  | 993927 | 466     | 689311 | 689355 | 669 | 921255 | 921265 |
| 38                   | 10601   | 11400  | 164     | 239661 | 239683  | 302   | 997811  | 997831 | 468     | 296154 | 296159 | 670 | 175579 | 175588 |
| 39                   | 227101  | 227250 | 169     | 718949 | 718958  | 303   | 528109  | 528116 | 469     | 692769 | 692776 | 675 | 967641 | 967712 |
| 39                   | 300751  | 300760 | 172     | 12199  | 12204   | 305   | 306616  | 306643 | 471     | 972062 | 972083 | 677 | 69906  | 69939  |
| 40                   | 217286  | 217402 | 173     | 720551 | 720563  | 306   | 966128  | 966179 | 477     | 982371 | 982403 | 679 | 27511  | 27520  |
| 41                   | 231439  | 231672 | 175     | 74511  | 74605   | 307   | 976512  | 976528 | 479     | 320295 | 320311 | 680 | 712894 | 712899 |
| 42                   | 726245  | 726262 | 177     | 282141 | 282203  | 308   | 5603    | 5642   | 480     | 52104  | 52116  | 681 | 771655 | 771684 |
| 43                   | 92830   | 92987  | 178     | 397070 | 397087  | 309   | 339079  | 339296 | 481     | 131628 | 131687 | 683 | 927644 | 927665 |
| 44                   | 973212  | 973221 | 180     | 871194 | 871230  | 310   | 295520  | 295580 | 483     | 107841 | 107954 | 684 | 479459 | 479483 |
| 45                   | 977402  | 977415 | 181     | 168451 | 168519  | 311   | 240911  | 240969 | 488     | 97070  | 97232  | 685 | 681774 | 681784 |
| 46                   | 257251  | 257410 | 183     | 687779 | 687796  | 312   | 237179  | 237235 | 490     | 80564  | 80565  | 686 | 691036 | 691053 |
| 47                   | 456611  | 456629 | 184     | 816232 | 816242  | 315   | 291020  | 291035 | 492     | 234904 | 234945 | 688 | 18166  | 18172  |
| 48                   | 342821  | 342990 | 185     | 871981 | 872010  | 316   | 991851  | 991869 | 493     | 427303 | 427325 | 694 | 101071 | 101103 |
| 50                   | 992471  | 992505 | 186     | 707520 | 707550  | 317   | 223590  | 223625 | 497     | 54564  | 54566  | 695 | 620798 | 620821 |
| 51                   | 986230  | 986270 | 187     | 986804 | 986843  | 318   | 970919  | 970961 | 500     | 711740 | 711798 | 696 | 233546 | 233634 |
| 52                   | 234246  | 234750 | 188     | 432265 | 432269  | 319   | 690684  | 690694 | 501     | 165567 | 165680 | 697 | 145876 | 146058 |
| 52                   | 297001  | 297163 | 190     | 998703 | 998723  | 321   | 735462  | 735505 | 503     | 697973 | 697972 | 701 | 859898 | 859981 |
| 53                   | 197507  | 197558 | 192     | 287271 | 287310  | 322   | 97431   | 97432  | 504     | 699673 | 699695 | 702 | 344271 | 344520 |
| 54                   | 678267  | 678290 | 193     | 993120 | 993163  | 323   | 597634  | 597670 | 507     | 868547 | 868554 | 706 | 282881 | 282887 |
| 55                   | 775180  | 775199 | 194     | 261462 | 261544  | 324   | 837966  | 837969 | 508     | 170487 | 170522 | 707 | 294001 | 294032 |
| 56                   | 855530  | 855573 | 195     | 146928 | 147000  | 326   | 972406  | 972447 | 509     | 33846  | 33854  | 707 | 575225 | 575250 |
| 57                   | 44493   | 44540  | 196     | 254417 | 254451  | 328   | 699205  | 699239 | 514     | 340511 | 340770 | 713 | 244701 | 244750 |
| 58                   | 802241  | 802500 | 197     | 11048  | 11054   | 329   | 990676  | 990610 | 515     | 631249 | 631266 | 716 | 221201 | 221540 |
| 58                   | 806581  | 807000 | 199     | 781971 | 781973  | 334   | 279124  | 279202 | 516     | 683535 | 683549 | 717 | 93475  | 93541  |
| 58                   | 805501  | 805860 | 200     | 321313 | 321401  | 334   | 277362  | 277364 | 520     | 30348  | 30379  | 719 | 687143 | 687181 |
| 58                   | 352501  | 353179 | 201     | 723703 | 723708  | 335   | 700501  | 700621 | 521     | 720723 | 720729 | 722 | 872235 | 872245 |
| 59                   | 215721  | 215830 | 203     | 34784  | 34796   | 336   | 53557   | 53565  | 522     | 289533 | 289569 | 723 | 142932 | 142980 |
| 60                   | 321821  | 321869 | 207     | 604333 | 604333  | 337   | 55085   | 55091  | 525     | 693183 | 693202 | 725 | 817489 | 817511 |
| 62                   | 61026   | 61063  | 208     | 968464 | 968500  | 338   | 730901  | 730908 | 526     | 962162 | 962176 | 728 | 949081 | 949128 |
| 64                   | 945540  | 945551 | 209     | 781403 | 781440  | 339   | 686953  | 687000 | 527     | 992801 | 992851 | 729 | 14683  | 14690  |
| 65                   | 264501  | 264680 | 210     | 175181 | 175252  | 339   | 974791  | 974708 | 528     | 774698 | 774746 | 731 | 728630 | 728647 |
| 66                   | 337695  | 337830 | 212     | 155580 | 155914  | 341   | 772258  | 772266 | 529     | 987932 | 987941 | 732 | 830102 | 830150 |
| 67                   | 965053  | 965087 | 213     | 952277 | 952500  | 343   | 706102  | 706110 | 530     | 999601 | 999626 | 734 | 226132 | 226232 |
| 69                   | 23353   | 23359  | 215     | 205501 | 205610  | 345   | 681401  | 681435 | 533     | 963315 | 963315 | 735 | 735127 | 735143 |
| 70                   | 969629  | 969650 | 216     | 718287 | 718296  | 347   | 131105  | 131190 | 535     | 122681 | 122725 | 743 | 22097  | 22184  |
| 72                   | 110823  | 110828 | 218     | 278478 | 278618  | 348   | 73812   | 73964  | 536     | 969329 | 969346 | 746 | 362117 | 362132 |
| 73                   | 58380   | 58488  | 219     |        |         |       |         |        |         |        |        |     |        |        |



| L. U. | * NUMBERS | L. U.  | NUMBERS | L. U.  | NUMBERS | L. U. | NUMBERS              | L. U. | NUMBERS           |
|-------|-----------|--------|---------|--------|---------|-------|----------------------|-------|-------------------|
| 854   | 690535    | 690565 | 995     | 704963 | 704976  | 214   | 718293               | 48    | 342971            |
| 857   | 240383    | 240395 | 996     | 60732  | 60750   | 223   | 163735-753.          | 51    | 986233-234.       |
| 858   | 924695    | 924731 | 1002    | 196714 | 196759  | 258   | 657881.              | 58    | 802254, 280, 297. |
| 862   | 972653    | 972672 | 1012    | 879670 | 879671  | 416   | 772889, 896-900.     | 64    | 945601.           |
| 863   | 728315    | 728334 | 1024    | 68707  | 68742   | 468   | 296152-153.          | 65    | 264507-510, 648.  |
| 864   | 824965    | 824987 | 1025    | 972916 | 972920  | 483   | 107891-910.          | 67    | 965060.           |
| 865   | 17955     | 18000  | 1029    | 46644  | 46655   | 507   | 868548-549.          | 70    | 969645.           |
| 865   | 280501    | 280645 | 1031    | 591087 | 591097  | 536   | 969342-345.          | 76    | 135408, 575, 595. |
| 868   | 708086    | 708089 | 1032    | 982917 | 982945  | 551   | 290790.              | 107   | 195208.           |
| 869   | 546361    | 546367 | 1036    | 633251 | 633267  | 558   | 39132.               | 124   | 328558.           |
| 870   | 96293     | 96334  | 1037    | 856821 | 856910  | 598   | 685941-947.          | 131   | 980555, 566, 581. |
| 873   | 231731    | 231748 | 1042    | 364457 | 364461  | 654   | 36990, 992, 997.     | 136   | 282805.           |
| 874   | 37479     | 37504  | 1045    | 280026 | 280029  | 686   | 691037.              | 151   | 275067.           |
| 875   | 36177     | 36184  | 1047    | 535311 | 535332  | 723   | 142930-931.          | 175   | 74597.            |
| 885   | 984667    | 984682 | 1054    | 732966 | 732973  | 728   | 949091-101, 103-104. | 184   | 816235.           |
| 886   | 258817    | 258836 | 1057    | 104158 | 104182  | 948   | 106-119, 121-127.    | 200   | 321332.           |
| 890   | 706271    | 706272 | 1072    | 730695 | 730705  |       |                      | 223   | 163728-729.       |
| 892   | 964295    | 964305 | 1086    | 349532 | 349560  |       |                      | 224   | 243816.           |
| 902   | 990102    | 990138 | 1087    | 681072 | 681085  |       |                      | 245   | 69691, 69701.     |
| 905   | 286132    | 286135 | 1091    | 350251 | 350273  |       |                      | 250   | 985782, 990305.   |
| 907   | 38793     | 38795  | 1091    | 715796 | 715800  |       |                      | 335   | 700518, 538.      |
| 912   | 284336    | 284432 | 1095    | 51804  | 51823   |       |                      | 345   | 681424.           |
| 915   | 971113    | 971120 | 1099    | 692594 | 692610  |       |                      | 348   | 73821, 831, 847.  |
| 916   | 858430    | 858437 | 1101    | 341262 | 341273  |       |                      | 368   | 127106.           |
| 918   | 722311    | 722342 | 1105    | 861910 | 861919  |       |                      | 372   | 617914.           |
| 929   | 696150    | 696164 | 1108    | 51204  | 51235   |       |                      | 385   | 727888.           |
| 937   | 293285    | 293323 | 1118    | 975601 | 975611  |       |                      | 405   | 738589.           |
| 948   | 106352    | 106405 | 1118    | 47065  | 47070   |       |                      | 413   | 137919, 940.      |
| 953   | 133676    | 133695 | 1131    | 994207 | 994215  |       |                      | 415   | 56387.            |
| 956   | 632551    | 632557 | 1135    | 31119  | 31124   |       |                      | 417   | 249082, 084.      |
| 958   | 845440    | 845445 | 1141    | 990988 | 991015  |       |                      | 500   | 711722.           |
| 963   | 38331     | 38340  | 1144    | 533701 | 533704  |       |                      | 501   | 165565.           |
| 968   | 869398    | 869405 | 1147    | 987715 | 987743  |       |                      | 507   | 868551.           |
| 969   | 677080    | 677088 | 1151    | 459807 | 459809  |       |                      | 514   | 340520, 562.      |
| 970   | 702792    | 702800 | 1154    | 322550 | 322565  |       |                      | 545   | 991249.           |
| 971   | 442944    | 442948 | 1156    | 194863 | 194970  |       |                      | 569   | 259597, 347308.   |
| 978   | 325558    | 325569 |         |        |         |       |                      | 578   | 236411.           |
| 982   | 29827     | 29840  |         |        |         |       |                      | 584   | 336857, 871.      |
| 987   | 402300    |        |         |        |         |       |                      | 654   | 36991.            |
| 987   | 976201    | 976207 |         |        |         |       |                      |       |                   |
| 991   | 684665    | 684673 |         |        |         |       |                      |       |                   |

#### PREVIOUSLY LISTED MISSING—RECEIVED

58—806573-575.  
76—135406-407, 408-410,  
500-502.

103—867376-380.  
104—205421-443.

136—282805.  
208—968448-450.

214—718282.  
301—993910.

306—966116-126.  
316—991847-849.

328—699180-190.  
500—711701-738.

501—165565.  
536—969324-325.

567—28413-28414.  
640—609640.

664—973841-846.  
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539, 541-543.

982—29821-825.

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39—220731-740.  
82—279800, 890.  
581—223007-010.

## RESEARCH SCOPE OF FEDERAL AND STATE DEPARTMENTS

(Continued from page 453)

matter. What usually happens is that the inventor when he gets his mind thoroughly saturated with everything that has been done comes to one of three conclusions—first, that the thing that he has in mind cannot be done at all or can be done by some combination of the inventions and knowledge already acquired which will produce an entirely new result, or third, that to accomplish his purpose he must entirely reverse the thinking and practices which have preceded him. A good illustration of the latter is the invention of the sewing machine. Over three generations of brighter men than Howe had tried to invent a sewing machine. Howe studied all their failures and concluded that it could not be done along their line of thinking, and decided to put the eye of the needle in the point instead of the head, and of course after that the sewing machine invented itself. It was a perfectly simple matter.

Practically all of the wonderful patents that have revolutionized industry have resulted in a reversal of all former types of thinking. The locomotive engine was practically a failure until instead of the natural draft through the smokestack the exhaust steam was thrown over the fire and blew the smoke out by force draft instead of letting it go up through the chimney in the natural way.

Such work as is done by the Geological Survey of the United States, and the various states, to discover not only metals and precious stones but new uses for them is largely operated through the experimental system. Research like that of excavating for the purpose of finding older and more primitive types of civilization, like that of Tut-ankh-ahmen and the present surveys to get farther back into the question of the origin of man, of course belong to an entirely different type of research than is attempted to handle here.

#### What Is Integrity?

The greatest trouble with beginners in research work is lack of equipment, that is to say lack of knowledge of what has already been done, of the methods that have

already been applied, and willingness to accept as facts the statement of any party whom they may incidentally interview whether or not that party is in possession of dependable knowledge of the subject matter. I am not prepared to say that the interview method is always worthless, but I have little faith in interviews that are not backed up by transcript from a certain percentage at least of absolute documentary evidence.

The highest type of developmental research work, in this country at least, is the United States Bureau of Standards.

Within its field the United States Department of Agriculture is far in advance of any research work being done along its line in the United States.

It is not too much to say that the United States Bureau of Labor Statistics with its 43 years of experience covering the multitude of topics which it has handled has developed methods both of field research work and of office compilations which are the most dependable and reliable of any statistical organization in the world.

## CLERKS GET RESEARCH MOVEMENT UNDER WAY

(Continued from page 458)

concluded in the latter part of July. Preparations for the department are necessarily mostly on paper, as yet, but it is expected that within two or three months they will have been put into effect.

#### Reference Library Planned

It is planned to build up a reference library at grand lodge headquarters, in Cincinnati, in which will be brought together the material thought to be of especial value in the work of the brotherhood. That will include not only the books, government documents, periodicals, etc., required for a knowledge of labor and industrial conditions generally, but will also include complete information on the brotherhood itself—its various agreements, its membership, its administration locally and nationally, its relations with managements, with other labor organizations, and with governmental agencies.

Naturally the first object of the research department is to enable each system board or

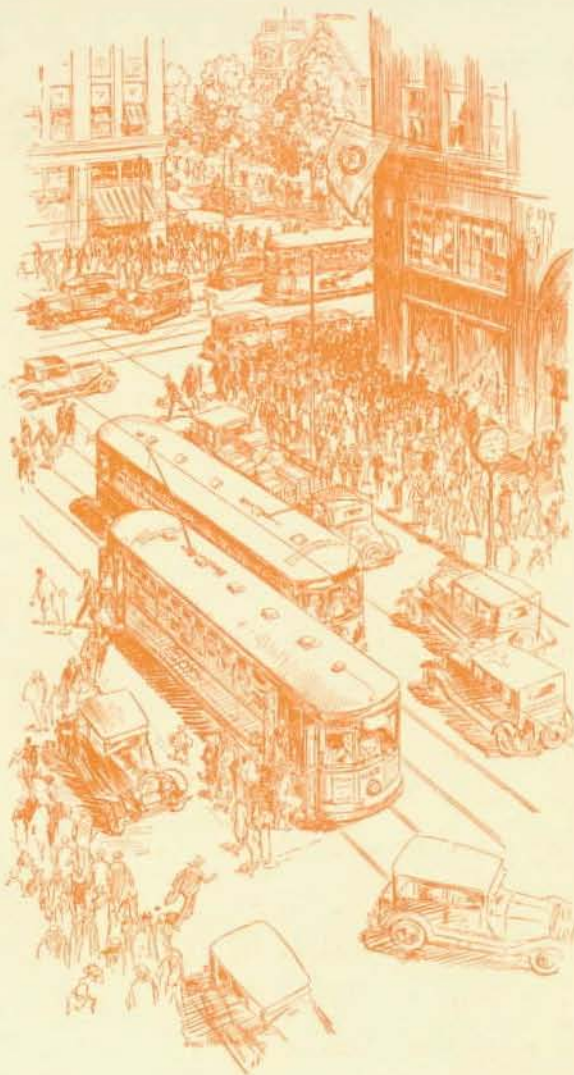
other brotherhood official to enter negotiations with the railroad managements on equal terms in so far as statistical or general economic data are concerned. No negotiating committee should meet its management without proper preparation; information on wage rates, on and off the railroads, wage trends, railroad and general business conditions and living costs ought to be available to any brotherhood official handling a wage dispute. Where such disputes go to arbitration, it should be possible for the research department to prepare and help in presenting all evidence and arguments for the brotherhood.

#### Plan Education Work

In addition to its assistance in wage negotiations and arbitrations, the research department as planned will supply needed information on wages, etc., to the organization staff, will co-operate in the general educational work of the brotherhood—especially that carried on through its official journal, The Railway Clerk; will work with various legislative committees and other officials engaged in political activities of the brotherhood; will maintain contacts with other labor organizations, primarily to supply the Brotherhood of Railway Clerks with information on the policies, activities and general progress of those organizations, and to promote co-operation between them and our brotherhood; will assist in the general publicity work of the brotherhood, and will in general be available wherever its services may be helpful.

Only experience can test the value of research to the brotherhood. During the last eight years, the negotiations and arbitrations in which the organization has been involved have shown clearly that the union officials must have full and exact information in dealing with the railroad managements. The experience of other labor organizations, for example, that of the Order of Railroad Telegraphers, has shown that a research department properly conducted can be of great benefit in other directions as well. Officials of the Brotherhood of Railway Clerks believe that their research department will prove equally useful; if nothing more could be done than to bring increased effectiveness in wage negotiations and arbitration, the experiment will have justified itself.





# Crowds

*... and the  
Street Car's answer*

OUT of the multiplying perplexities of the traffic problem, one fact emerges clearly; the electric street car is our most efficient means of moving masses of people.

The street car passenger occupies six square feet of traffic space. The automobile passenger requires an average of 44 square feet. In thirty of our largest cities, street cars are now carrying over 30,000,000 passengers daily. Attempt to put them in automobiles, and the street—which cannot easily expand its curbs—would be too narrow to hold them.

The street car is handling the crowds. Hundreds of capable and far-seeing street railway executives are busy modernizing equipment and improving schedules so that to-morrow and the day after, winter and summer, this essential public servant may do its work even better and win a still larger measure of popular coöperation.



The next time you board a street car, notice how smoothly it starts and stops, how quickly it gathers speed. Much of this improved equipment carries the General Electric monogram—the same monogram as on the efficient and dependable electric appliances that save time and labor in the electrified home.

# GENERAL ELECTRIC

330-88H



IF we are ever to make the money economy under which we live highly efficient in promoting social welfare we must learn how to control its workings. What wares our business enterprises produce and what goods our families consume are largely determined by existing prices, and the production and consumption of goods are altered by every price fluctuation. What we waste and what we save, how we divide the burden of labor and how we distribute its rewards, whether business enjoys prosperity or suffers depression, whether debts of long standing become easier or harder to pay—all these and many other issues turn in no small measure upon what things are cheap and what are dear, upon the maintenance of a due balance within the system of prices, upon the upward or downward trend of the price changes that are always taking place. But if the prices of yesterday are powerful factors in determining what we shall do and how we shall fare today, what we do and how we fare today are powerful factors in determining what prices shall be tomorrow. If prices control us, we also control them. To control them so that they shall react favorably upon our economic fortunes we need more insight than we have at present.

WESLEY C. MITCHELL.

